BOARD OF SUPERVISORS

Brown County

305 E. WALNUT STREET
P. O. BOX 23600
GREEN BAY, WISCONSIN 54305-3600
PHONE (920) 448-4015 FAX (920) 448-6221



PLAN, DEV. & TRANS. COMMITTEE

Bernie Erickson, Chair Dave Kaster, Vice Chair Dave Landwehr, Norbert Dantinne, Tom Sieber

PLANNING, DEVELOPMENT & TRANSPORTATION COMMITTEE

Monday, April 27, 2015
Approx. 5:45 p.m. (or to follow Land Con)
Annual Town Advisory Meeting to Follow PD&T
Howard Public Works Department
2198 Glendale Avenue - Howard

NOTICE IS HEREBY GIVEN THAT THE COMMITTEE MAY TAKE ACTION ON ANY ITEMS LISTED ON THE AGENDA

NOTE TIME AND LOCATION

- I. Call Meeting to Order.
- II. Approve/Modify Agenda.
- III. Approve/Modify Minutes of March 23, 2015.
- Review minutes of: None.

Comments from the Public

Communications

- Communication from Supervisor Robinson re: As part of the Class & Comp referral have each
 committee hold a discussion on the philosophy of how this comp plan would be implemented;
 referred from April County Board.
- 2a. Resolution re: Brown County Classification Salary Range; referred from April County Board.
- 3. Communication from Supervisor Zima re: Request that Human Services Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; referred from April County Board.

UW-Extension

- 4. Budget Status Financial Report, February and March, 2015.
- 5. Departmental Opening Summary.
- 6. Budget Adjustment Request (15-28): Any increase in expenses with an offsetting increase in revenue.
- 7. Budget Adjustment Request (15-29): Any increase in expenses with an offsetting increase in revenue.
- 8. Resolution re: Change in Table of Organization for U.W. Extension Workforce Development Agriculture Student Intern.

- 9. Resolution re: Change in Table of Organization for U.W. Extension Community Garden Coordinator.
- 10. Director's Report.

Planning and Land Services

Land Information – No agenda items.

Planning Commission

- 11. Budget Status Financial Report, January and February, 2015.
- 12. Update re: Northeastern Wisconsin Region Community Development Block Grant (CDBG) Housing Program.
- 13. Update re: Development of the Brown County Farm property standing item.

Property Listing

14. Budget Status Financial Report, January and February, 2015.

Zoning

15. Budget Status Financial Report, January and February, 2015.

Port & Resource Recovery

- 16. Port Budget Status Financial Report, March, 2015.
- 17. Resource Recovery Budget Status Financial Report, March, 2015.
- 18. Director's Report.

Register of Deeds

- 19. Budget Status Financial Report, December, 2014 (unaudited), February and March, 2015.
- 20. Departmental Openings Summary.
- 21. Annual Report.

Airport

- 22. Budget Status Financial Report, March, 2015.
- 23. Departmental Openings Summary.
- 24. Director's Report.

Public Works

- 25. Summary of Operations.
- 26. Director's Report.

Other

- 27. Audit of bills.
- 28. Such other matters as authorized by law.
- 29. Adjourn.

Bernie Erickson, Chair

Attachments

Please take notice that it is possible additional members of the Board of Supervisors may attend this meeting, resulting in a majority or quorum of the Board of Supervisors. This may constitute a meeting of the Board of Supervisors for purposes of discussion and information gathering relative to this agenda.

PROCEEDINGS OF THE BROWN COUNTY PLANNING, DEVELOPMENT & TRANSPORTATION COMMITTEE

Pursuant to Section 19.84 Wis. Stats., a regular meeting of the **Brown County Planning, Development & Transportation Committee** was held on Monday, March 23, 2015 in Room 161, UW Extension, 1150 Bellevue Street, Green Bay, WI

Present: Chair Bernie Erickson; Supervisors: Norbert Dantinne, Dave Kaster, Tom Sieber, And Dave Landwehr

Also Present:

Tom Miller (Airport Director)
Paul VanNoie (Public Works Director)
Paul Fontecchio (Public Works – Engineering Manager)
Brandy Younger (Public Works - Business Manager)

Tony Elfe (Public Works – Operations Manager)
Troy Streckenbach (County Executive)
Chad Weininger (Director of Administration)
Judy Knudsen (UW-Extension)
Dean Haen (Port Director)
And other interested parties.

Call Meeting to Order.

Meeting was called to order by Supervisor Bernie Erickson at 6:25pm

II. Approve/Modify Agenda.

Motion made by Supervisor Dantinne, Seconded by Supervisor Landwehr to modify the agenda to delete agenda item 25. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

Motion made by Supervisor Dantinne, Seconded by Supervisor Landwehr to approve the agenda as modified. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

III. Approve/Modify Minutes of February 23, 2015.

Motion made by Supervisor Sieber, Seconded by Supervisor Kaster to approve. Vote Taken. MOTION CARRIED UNANIMOUSLY.

IV. Approve/Modify Minutes of March 18, 2015 Special Meeting.

Motion made by Supervisor Dantinne, Seconded by Supervisor Landwehr to approve. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

- 1. Review minutes of:
 - a. Planning Commission Board of Directors (January 7, 2015).

Motion made by Supervisor Landwehr, Seconded by Supervisor Sieber to Receive and Place on File. Vote Taken. MOTION CARRIED UNANIMOUSLY.

Comments from the Public

Communications

 Communication from Supervisor Hoyer re: Assessment of outdoor coal piles on the western shore of the Fox River as a health risk and a source of airborne pollutants, as well as proposals for remediation and elimination of the health consequences on our citizenry.

Supervisor Hoyer presented. His goal here is to respond to a number of concerns by constituents. It is an issue that has come and gone, but it's come back. The issue he is bringing forth has to do with the physical manifestations of the coal piles on his constituents homes. The wording is skewed towards the human services committee, but he wanted to bring it to this committee as well. He wants to know if there is any long term plans from the port to address the issue.

Supervisor Dantinne said that he believes that the coal piles are watered all year. He said he sees them being watered all the time. He mentioned that Georgia-Pacific installed a natural gas burner to reduce their coal piles.

Supervisor Hoyer said that he wants to explore the idea of moving the piles to a less populated area. Supervisor Erickson asked where that would be. Supervisor Hoyer did not have an answer. Supervisor Erickson says he's heard these complaints in the past and asked how many complaints Supervisor Hoyer has gotten. Supervisor Hoyer said about half a dozen (6).

Supervisor Landwehr asked Supervisor Hoyer to clarify if this is a nuisance issue or a true health concern. He continued that the coal piles generate a lot of jobs and economic dollars for the community and we have to balance that with constituent concerns. Supervisor Hoyer asked the committee to hold the issue for 60 days for him to get more information to see if there are health issues. If it turns out that this is a non-starter, then he will withdraw the communication. Supervisor Sieber expressed support for a motion if made.

Supervisor Kaster said that the coal is used where it is delivered and it doesn't seem practical to move it away and then move it back. He added that like Supervisor Dantinne, he sees the crews watering down the coal all the time. Supervisor Hoyer responded that he was aware that the coal piles have been there for 100 years, but that we also know more now than we knew then. Supervisor Kaster said that he knows area companies are trying to get away from coal and what not.

Motion made by Supervisor Sieber, Seconded by Supervisor Dantinne to open the floor and allow the public to speak. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

Ron Antonneau (Wisconsin Public Service – Government Affairs) has said that he had nothing to really add. The coal usage is down significantly. The Harbor Commission over the years has looked at moving C. Reiss to the mouth of the river and the cost was between \$22-\$54 million to move and redevelop the area. The federal and state governments were not interested in providing any funding for relocating the piles.

Supervisor Erickson asked about Old Fort Howard move to gas, he wanted to confirm that that will reduce coal by 25%. Antonneau said Mike Kawleski from Georgia-Pacific was in attendance to answer those types of questions. Supervisor Erickson said that WPS is moving away from coal, and that piles are shrinking. Antonneau confirmed Supervisor Erickson's statement.

Bill Meindl, 125 West Mission Rd, (Green Bay Development News) asked Supervisor Hoyer if the coal piles in question belonged to C. Reiss Coal Company or all the coal using companies along the west bank of the river. Supervisor Hoyer said that the C. Reiss Coal piles are the piles that are affecting his constituents, but it does raise a broader issue about air quality in the brown county area.

Mike Kawleski (Georgia-Pacific Public Affairs) said that the natural gas boiler was a part of a large \$80 million dollar sustainability investment. They also built an electrical substation which affords them an opportunity to buy more power from WPS. Kawleski felt that with all the additions, the company estimates their emissions to decrease by 70% and a reduction in coal of about 40%. He added that those numbers will continue to decrease and he emphasized that they want to be a good neighbor to the Green Bay area.

Supervisor Kaster asked if Georgia-Pacific had considered burning hog fuel or wood chips. Kawleski said no. Supervisor asked how often they receive a coal delivery. Dean Haen (Port Master) responded that they receive 20-24 deliveries per year.

Supervisor Kaster had conversation with Haen about dredging in the port area and the sizes ships the port could accommodate. Supervisor Kaster believed they couldn't fit 1000 foot ships. Haen said they can take a 1000 foot ship, but not fully loaded, so it's not economical to use a ship that size. Supervisor Kaster asked if a 1000 foot ship could clear the Tower Drive Bridge (aka Leo Frigo Bridge). Haen said it could be done, but would need to be done at an angle. Supervisor Kaster asked if the port dredges that far to accommodate a ship that size. Haen said that the full channel is maintained. Supervisor Kaster asked if large ships stopped coming could the stop dredging that much. Haen said that if Georgia-Pacific no longer had the large vessels coming in it is reasonable to guess that it could be decommissioned. Supervisor Kaster said that when he was working the docks, he said that he was told a 1000 ft ship could not clear the bridge. Haen said that in the high waters of the 1980's it's possible that that was the case.

Motion made by Supervisor Sieber, Seconded by Supervisor Dantinne to return to regular order. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

Supervisor Sieber made a comment that the Human Services committee and Health Board should take a first look at the coal issue and then with their input, Supervisor Hoyer could bring it back to PD&T committee.

Supervisor Kaster asked when the City of Green Bay was pushing the issue. Haen said it was when Congressman Green was in office.

Motion made by Supervisor Dantinne, Seconded by Supervisor Kaster to hold for two meetings. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

Date Change

 Discussion regarding change of date for regular May, 2015 Planning, Development and Transportation meeting as this meeting falls on Memorial Day.

The committee had a discussion on what date would work best. They decided to either have it on June 1st or cancel it altogether. The committee will ask reporting agencies if they will need action done for the May meeting at the April meeting, and if not, will cancel it.

No Action Taken

Register of Deeds

4. Budget Status Financial Report, December, 2014 (unaudited).

Motion made by Supervisor Sieber, Seconded by Supervisor Kaster to Receive and Place on File. Vote Taken. MOTION CARRIED UNANIMOUSLY.

Planning and Land Services

Land Information - No agenda items.

Planning Commission

5. Budget Status Financial Report, December, 2014 (unaudited).

Motion made by Supervisor Kaster, Seconded by Supervisor Dantinne to suspend the rules and take agenda items 5-8 together. Vote Taken. MOTION CARRIED UNANIMOUSLY.

Motion made by Supervisor Kaster, Seconded by Supervisor Dantinne to Receive and Place on File. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

6. Update re: Development of the Brown County Farm property – standing item.

Property Listing

7. Budget Status Financial Report, December, 2014 (unaudited).

Zoning

8. Budget Status Financial Report, December, 2014 (unaudited).

Port & Resource Recovery

- 9. HHW Out-of-County Memorandum of Understandings Request for Approval.
 - a. Winnebago County
 - b. Outagamie County
 - c. Calumet County

Dean Haen presented. He wanted to bring these to the committee as they do a review of all their MOU's and contracts. This review hasn't been done for 6-8 years, so they are making sure the costs are being accurately applied. These MOU's do not have to go to the county board for approval, they are handled administratively. Haen also wants to do something similar for Shawano, Kewaunee, and HHW. The committee will probably also see some action with NEW Waters and the Oneida tribe, but those will probably have to go up through county board.

Supervisor Sieber had question about disposals and that they are being properly monitored so the county isn't caught on the hook for improper dumping of things such as light bulbs. Haen said they are paying for the cost of disposing their material. In the event that Brown County is come after for improper dumping, they can make another entity a party to the complaint. That is why they have these agreements. Brown County has 60% and the other 4 counties have 10% each. Supervisor Sieber would like to see clear language about the burden being shared in the MOU's. Haen offered to have the MOU's reviewed again by Corporation Counsel.

Supervisor Sieber asked if we are billing out, so we have records and the rates being used in regards to how much people are dropping off. He recalled that there had been bad record keeping in the past. If we are managing other counties waste, Brown County should have a pretty good inventory of who is dropping off what. Supervisor Sieber felt that we should also be doing background checks on these outlets.

Supervisor Landwehr asked how long records are kept; is it just the seven years for tax purposes or longer. Haen said they keep hazardous waste and some landfill records are kept forever. Bills are kept for the seven years, but they have disposal logs from the 1970's

Motion made by Supervisor Dantinne, Seconded by Supervisor Landwehr to approve Memorandum of Understandings with Winnebago, Outagamie, and Calumet Counties. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY</u>.

10. Director's Report.

As part of the report, Haen included the compactor and building expansion schedule. They are currently in line with the schedule. They will be awarding the bid the first week of April.

In regards to Renard Island, they continue to work on a permanent easement. They hope to have something forthcoming. They have responded to Corps on the lakebed grant saying that they believe they don't need the lakebed grant and that the Chapter 30 permit meets the legal obligations. The department is still waiting on the Corps reply.

In regards to dredging in the port area, they continue to work with their internal operators on dredging and capping. They did receive a letter from the EPA, DNR, and NCR and saying too bad too late. The Port said in 2009 that they were not in support of capping in the port harbor area, and they mentioned it again this year. The agencies responded that they had already approved a remedy in 2009 that includes capping.

Supervisor Kaster commented that it probably had to do with funding. Haen responded that it is an expensive process and agreed that funds and cost are probably a factor. Haen still believes that there should be no capping at all as it could impede future expansion and development of the port. He strongly doesn't want to prohibit development.

Haen invited the committee members to a port symposium on April 17th. The Cleanup Project reps will present to the shippers, vessel operators and other users to the port area how they are going to coordinate vessels using the port. The port and aforementioned parties are really interested in how the Cleanup Project plans to have no negative impact on how they do things. Haen feels they will be challenged when they get in the port area.

Haen went on to discuss other items such as the Landfill Resource Recovery Project. He's hoping it will be complete in April. They have one more memo to do through the Solid Waste Board. They are looking at secondary opportunities on how the can use their Section 18 piece of property.

Recycling markets with the reduced prices have reduced the value of the county's goods. The county has paid municipalities \$5-\$15 per ton for the last five years, but they have just taken them down to 0. The markets are crashing significantly.

On the Solid Waste agreement side, the City of Green Bay has signed an agreement for five years. Haen is happy. It has been signed.

Fox River Fiber has issued a claim against the county for the alternative daily cover material into the landfill. The DNR has set a limit on the amount of cover they can take in. The limit is set at 12.5% of the municipal solid waste. The current waste is 600,000 tons, so the county can take in about 52,000 tons of alternative daily cover. Fox River Fiber has an agreement with the county that says the county has to take 70,000 tons. They can't event take it as garbage because the contract states they have to take it as alternative daily cover. The county is stuck between the company and the state.

Last item is daylight restrictions on the port. The coastguard has communicated with the western pilots. The western pilots have daylight restrictions meaning they can only travel in daylight. The ships are built

to travel day and night, but the pilots for an unknown reason won't travel at night. The county will be able to get those restrictions lifted. It does affect port business. If a tanker comes in the evening, and can't get into port before the sunsets, the company has to pay an extra eight hours of pay at \$25/hr to just sit there.

Supervisor Kaster asked where the pilots are from. Haen responded that they are a formalized monopoly of the federal government. The federal government mandates that all foreign vessels must have a pilot on board.

Motion made by Supervisor Landwehr, Seconded by Supervisor Dantinne to Receive and Place on File. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY</u>.

Airport

11. Recommendation and Approval of RFP re: Parking Access and Revenue Control System Parking Lot, Project 1940.

Tom Miller (Airport Director) reporting. This was a budgeted item they included for 2015. They have old equipment that will no longer be compliant come October. This is a good time to update the equipment.

Motion made by Supervisor Dantinne, Seconded by Supervisor Sieber to approve. Vote Taken. MOTION CARRIED UNANIMOUSLY.

12. Budget Status Financial Report, December, 2014 (unaudited).

Miller said the yearend numbers came in pretty well. Projections met their budget mark except for the capital contributions due to the late start on the customs facility. The airport came in under budget by about \$750,000, and deficits have been cut by about \$2 million. Yearend passenger traffic was up 2.2% in 2014 and is up 8% for the first two months of 2015.

Motion made by Supervisor Sieber, Seconded by Supervisor Dantinne to Receive and Place on File. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

13. 2014 Annual Report.

Supervisor Erickson found it to be good. Miller appreciated the kind words and said they have put it together for the last few years. Miller highlighted various items in the report contained in the committee member's agenda packet.

- International Terminals should be ready by July.
- They will work to expand destinations.
- Tri-annual emergency disaster exercise. Had good feedback on airport readiness.
- Media coverage was good in 2014. The value of the coverage exceeded \$750,000

They have challenges for sustainability, but they are moving in the right direction. The day of the meeting they had a conference call with the all the airlines and made progress towards three year agreements with service providers.

There are competitive pressures due to Pilot shortages and retirements. The Vietnam Veteran airline piolets are heading into retirement and there are not a lot of pilots to move up from regional carriers. Miller felt that smaller communities may see commercial access disappear entirely.

In 2015, Miller said they will continue to work on development. They are attempting to get into the certified site program.

Supervisor Landwehr said that from a marketing initiative perspective maybe the airport should not use the acronym "ASIA" or better clarify so it's not confusing.

Supervisor Kaster asked about small airports losing service. Miller felt that, in his own opinion, its places that have two flights a day on small turbo prop planes that fall under Essential Air Service. The limited number of pilots and flights may force that to happen.

Motion made by Supervisor Sieber, Seconded by Supervisor Dantinne to Receive and Place on File. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

14. Departmental Openings Summary.

Miller said they currently have two opens: A buildings and grounds maintenance worker and the assistant director moved to Rochester to became their Airport Director.

They are in the process of doing some reorganization to make sure they are hiring the right people. They are thinking about outsourcing the buildings and grounds position.

Motion made by Supervisor Sieber, Seconded by Supervisor Kaster to Receive and Place on File. Vote Taken. MOTION CARRIED UNANIMOUSLY.

15. Overtime Report in Excess of 12 Hours (to be distributed at meeting).

Handout provided, see attached copy.

Motion made by Supervisor Dantinne, Seconded by Supervisor Sieber to Receive and Place on File. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

16. **Director's Report.**

Miller had just a couple of things. The TSA is going to pilot a program called "TSA Pre-Check" at the airport. A person can complete a pre-background check and if approved they can expedite their time through security. This will help increase the frequent fliers. They will do a 2-4 week test to determine how the process works. It's a positive thing for the airport. Miller has been asking TSA for it.

Miller went on to say they have a lot of preliminary activity. A firm asked if they could build a hanger and own fueling system. It would be a very healthy project for the airport and it would result in additional revenue. Also, a fixed base operator has asked to expand two of their hangers. Several more corporations in town are looking to store their company planes.

Supervisor Dantinne asked about international flights. Miller explained that when an international plane lands it goes to one of the FBO to clear them. Customs is getting their own facility, so a plane would have to go there first.

Motion made by Supervisor Landwehr, Seconded by Supervisor Dantinne to Receive and Place on File. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

Public Works

17. Budget Adjustment Request (15-13): Reallocation between two or more departments, regardless of amount.

Paul VanNoie (Public Works Director) presented. The report is the final wrap up of the mental health center. They are asking for budget transfer from the highway department as they were over budget on the mental health center. Revenues didn't come in as projected they were short by about \$60,000. Equipment rental was higher than anticipated of about \$75,000. The fiscal impact should reflect \$119,000.

Supervisor Landwehr asked about working in downtime rather than paying overtime for employees to complete work that is less priority. VanNoie replied that that was the theory at the beginning but it didn't work out that way.

Supervisor Landwehr had a second question about conflicting figures in the budget adjustment. He said that the numbers didn't add up to the amount being requested. Brandy Younger (Public Works-Business Manager) said that the budget adjustment form stated that the numbers Supervisor Landwehr was referencing weren't included in the adjustment.

Supervisor Sieber said he appreciated people staying on the timeline. Supervisor Kaster said it is a good thing it is out of the way. Supervisor Erickson said the revenues are related to resource recovery paying nothing.

Motion made by Supervisor Sieber, Seconded by Supervisor Kaster to approve. Vote Taken. MOTION CARRIED UNANIMOUSLY.

18. Summary of Operations.

VanNoie said the Highway department was ahead of budget for the first two months. They did not have a lot of revenue from snow removal, but they did from the state. They have a \$525,000 variance that he anticipates will disappear.

On the facilities side they were just \$485 off of budget.

Motion made by Supervisor Dantinne, Seconded by Supervisor Kaster to Receive and Place on File. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

19. Set Time for April Towns Meeting.

No Action Taken

20. Director's Report.

VanNoie said there was nothing serious in the report. He reviewed projects that were listed in the Agenda Packet. Supervisor Kaster asked how they were going to do County R since it was double concrete. Paul Fontecchio said they will do it one lane at a time and that it will be uneven lanes. He mentioned that they will be able to keep it open to traffic, but there may be some long flag times.

Supervisor Landwehr asked if the pipes had been replaced. Fontecchio said that the process has been started. Supervisor Kaster asked if the state was helping to pay. Fontecchio said no; that it was the county's road.

Supervisor Landwehr asked about the logged hours for the asphalt plant during the winter as the plant shouldn't be operating. Tony Elfe responded that they had some work done during the winter. VanNoie said that they would be starting the plant in the next couple weeks. Supervisor Landwehr asked if they had the projects to support the startup as he recalled that it wasn't a cheap process to start up the machines. Elfe said that they have projects lined up from April – October.

Motion made by Supervisor Sieber, Seconded by Supervisor Landwehr to Receive and Place on File. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

UW-Extension

21. Budget Status Financial Report, December, 2014 (unaudited).

Judy Knudsen presented. She said that the extension was right on target. They ended in the black.

Motion made by Supervisor Dantinne, Seconded by Supervisor Sieber to Receive and Place on File. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

22. Departmental Openings Summary.

Knudsen indicated that they have a number of summer LTE positions. Those will get filled soon. They have interviews starting March 30.

Motion made by Supervisor Sieber, Seconded by Supervisor Landwehr to Receive and Place on File. Vote Taken. MOTION CARRIED UNANIMOUSLY.

23. Resolution re: Change in Table of Organization for U.W. Extension – Agriculture Student Assistant LTE.

Supervisor Erickson made mention to this position discussion during the Land Conservation committee meeting. Knudsen said the Professional Nutrient Applicators Association of Wisconsin has provided some funding to hire a student to work on a number of projects. A big project will be focused on outreach and education.

Motion made by Supervisor Dantinne, Seconded by Supervisor Sieber to approve. Vote Taken. MOTION CARRIED UNANIMOUSLY.

24. Director's Report.

Knudsen said she had a few things to report. "Breakfast on the Farm" is May 31st this year. The family hosting said they wanted to have it prior to June so it will be the first breakfast in the state. They will have bus people in this year. There is a real tight setup.

They are having Clover Shuffle Run/Walk along the East River Trail and Bellevue Street. The event will be Saturday the 18th of July. This will be a revenue generator. They are hoping for several hundred people.

They have programs scheduled with both the library and the Neville Museum in an attempt to build stronger relations with those organizations. Knudsen went on to highlight a number of other events being sponsored or conducted by the UW-Extension.



Knudsen mentioned that they are receiving lots of horticulture questions.

The UW-Extension received money from a grant and will be creating training videos to help dairy farmers with Latino employees. They have also done training for mid-level managers. They are also teaching farmers some key Spanish phrases.

Supervisor Sieber asked if Angela Pierce from the Bay Lake Planning Commission contacted the extension about grant money they recently received. Knudsen said no, but that Pierce may have talked to BJ. Supervisor Sieber said there might be an opportunity there.

Supervisor Erickson asked if the extension is multicultural and if the calls they have been receiving are in need of a multicultural communicator. The Hmong is self-sufficient, but the Latino population is growing in their horticulture interest. The bulk of community gardeners are not Caucasian.

Motion made by Supervisor Dantinne, Seconded by Supervisor Kaster to Receive and Place on File. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

Resolutions

25. Resolution re: Change in Table of Organization for the Land and Water Conservation

Department (Agronomist Technician).

Removed as part of Agenda Modification

26. Initial Resolution re: Authorizing the Issuance of Not to Exceed \$7,575,000 General Obligation Corporate Purpose Bonds of Brown County, Wisconsin in One or More Series at One or More Times.

Chad Weininger (Director of Administration) presented. It's for the projects that they are vying for. They are looking for the approval to move forward.

Supervisor Dantinne asked what the county is paying off in bonds. Weininger and Streckenbach said roughly 10 million.

Supervisor Landwehr asked about County F for 2019. Fontecchio has talked to people over in Lawrence. They are waiting the whole South Bridge and interstate issue.

Supervisor Erickson asked how specifically is the committee going to approve. Weininger said he was asking the committee to approve \$5,320,000.

Motion made by Supervisor Sieber, Seconded by Supervisor Landwehr to issue bonds in the amount of \$5,320,000. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

Other

27. Audit of bills.

Motion made by Supervisor Dantinne, Seconded by Supervisor Sieber to audit the bills. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

28. Such other matters as authorized by law.

29. Adjourn.

Motion made by Supervisor Dantinne, Seconded by Supervisor Sieber to adjourn at 7:54 pm. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

Respectfully submitted,

Brian B. Lueth Recording Secretary



BROWN COUNTY BOARD OF SUPERVISORS COURT HOUSE GREEN BAY, WISCONSIN

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(Please deliver to the County Clerk after the motion is made for recording into the minutes.) $\begin{tabular}{ll} \hline \end{tabular}$

TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies & Gentlemen:

RESOLUTION REGARDING BROWN COUNTY CLASSIFICATION SALARY RANGE

WHEREAS, Sections 4.45 through 4.48 of the Brown County Code provide for a classification and compensation plan for Brown County employees; and

WHEREAS, the current classification and compensation plan was implemented in 2001. In 2002, the step increases in the plan were frozen; and

WHEREAS, since the implementation of the plan, there have been differences in annual adjustments between represented positions and non-represented positions, creating compensation inequities and compression issues; and

WHEREAS, Human Resources completed a comparison of all county positions with market and/or other comparable county positions ensuring internal and external equity; and

WHEREAS, Human Resources has reviewed the job duties of all positions and placed them into specific classification specifications; and

WHEREAS, as an initial step to pay market rate, Human Resources recommends adopting the attached Brown County Classification Salary Range.

NOW, THEREFORE, BE IT RESOLVED, by the Brown County Board of Supervisors that the attached Brown County Classification Salary Range be approved effective May 1, 2015.

BE IT FURTHER RESOLVED that the current department budget will not be affected by the adoption of this resolution.

Respectfully submitted,

EXECUTIVE COMMITTEE

FISCAL NOTE: This resolution does not require an appropriation from the General Fund. This resolution changes the County's wage compensation plan from steps to a salary range.

Seconded by Supervisor _____

Approved By:	
TROY STRECKENBACH	
COUNTY EXECUTIVE	
Date Signed:	
Submitted by Human Resources Approved as to form by Corporat	ion Counsel
	BOARD OF SUPERVISORS ROLL CALL #
	Motion made by Supervisor

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1				
DE WANE	2				
NICHOLSON	3				
HOYER	4				
GRUSZYNSKI	5				
HAEFS	6				
ERICKSON	7				
ZIMA	8				
EVANS	9				
KAYE	10				
BUCKLEY	11				
LANDWEHR	12				
DANTINNE, JR	13				

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
LA VIOLETTE	14				
KATERS	15				
KASTER	16				
VAN DYCK	17				
JAMIR	18				
ROBINSON	19				
CLANCY	20				
CAMPBELL.	21				
MOYNIHAN, JR.	22				
STEFFEN	23				
SCHADEWALD	24				
LUND	25				
FEWELL	26				

Total Votes Cast			
Motion:	Adopted	Defeated	Tabled

HUMAN RESOURCES DEPARTMENT

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600



WARREN P. KRAFT

PHONE (920) 448-4071 FAX (920) 448-6277 WEB: www.co.brown.wi.us

DIRECTOR

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE:	03/31/15
REQUEST TO:	Executive Committee
MEETING DATE:	04/06/15
REQUEST FROM:	Warren Kraft Human Resources Director
REQUEST TYPE:	☑ New resolution☐ Revision to resolution☐ New ordinance☐ Revision to ordinance
TITLE: Resolution F	Regarding Brown County Classification Salary Range
ISSUE/BACKGROUN	D INFORMATION:
county positions ensu placed into specific cladetermined. ACTION REQUESTED	ook place comparing all county positions with market and/or other comparable ring internal and external equity. As a result of this study, all positions were assification specifications and the Brown County Classification Salary Range was D: County Classification Salary Range as an initial step to pay market rate.
FISCAL IMPACT:	
	portion is initially completed by requestor, but verified by the DOA and updated if necessary.
1. Is there a fiscal im	•
_	the amount of the impact?
	ger project, what is the total amount of the project?
c. Is it currently	
•	which account?
2. If no, hov	w will the impact be funded?

☒ COPY OF RESOLUTION OR ORDINANCE IS ATTACHED

NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

Pay Grad	e Job Title	Minimum -	Annual Midpoint	- Maximum	Maleston	Hourly	Augusta 1
	BENCHMARK POSITIONS	William	Milabolit	Maximum	Minimum	wiapoint	Maximum
1	OPEN	\$90,125	\$112,656	\$135,187	\$43.33	\$54.16	\$64.99
2	Corporation Counsel Director of Administration Director of Human Services	\$83,816	\$104,770	\$125,724	\$40.30	\$50.37	\$60.44
3	Airport Director Chief Information Officer Director of Port and Resource Recovery Director of Public Works	\$77,949	\$97,436	\$116,923	\$37.48	\$46.84	\$56.21
4	Advanced Practice Nurse Prescriber Director of NEW Zoo and Parks Human Resources Manager Human Services Administrator	\$72,492	\$90,616	\$108,739	\$34.85	\$43.57	\$52.28
5	Court Commissioner Deputy Assistant Corporation Counsel Director of Nursing (Hospital) Director of Public Safety Communications Engineering Services Manager Finance Manager Planning Director Psychologist	\$67,418	\$84,272	\$101,127	\$32.41	\$40.52	\$48.62
6	Director of Public Health Director, Child Support Program Highway Operations Manager	\$62,699	\$78,373	\$94,048	\$30,14	\$37.68	\$45.22
7	Assistant Corporation Counsel Change Management Facilitator Chief Medical Examiner Financial Supervisor Network Architect Nursing Supervisor Public Health Supervisor Senior Civil Engineer	\$58,310	\$72,887	\$87,465	\$28.03	\$35.04	\$42.05
8	Applications Supervisor Assistant Director of Public Safety Communications Building Services Superintendent Clinical Therapist County Conservationist Emergency Management Coordinator Environmental Health & Lab Supervisor Fleet Superintendent Golf Course Superintendent Human Services Manager Museum Director Operations Manager	\$54,228	\$67,785	\$81,342	\$26,07	\$32,59	\$39.11
	Animals Curator Civil Engineer Economic Services Support Coordinator Environmental Health Sanitarian Highway Operations Superintendent Human Services Supervisor Project Manager Public Health Nurse	\$50,432	\$63,040	\$75,648	\$24.25	\$30.31	\$36.37
11	Register in Probate Registered Nurse Risk Specialist Senior Financial Analyst Senior Planner Veteran's Services Officer						

NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

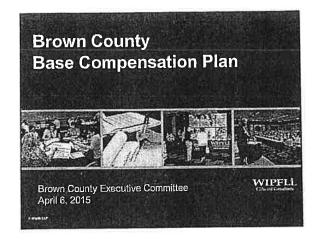
Pay Gra	do Liberto		Annual		100 11 2 1	Hourly	A STATE OF THE
Tay Gra	Job Title BENCHMARK POSITIONS	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
10	Benefits & Payroll Coordinator	\$46,902	\$58,627	\$70,353	\$22.55	\$28.19	\$33.82
	Business Development Analyst						400.04
	Community Health Educator Electrician (Master)			- 1			
	Financial Analyst			- 1			
	Internal Auditor	1		- 1			
	Operations and Maintenance Supervisor Purchasing Specialist						
44	D. Th. Co						
11	Building Services Supervisor Child Support Supervisor	\$43,619	\$54,523	\$65,428	\$20.97	\$26,21	\$31.46
	Clinical Lab Services Supervisor				l l		
	Corrections Corporat						
	Economic Support Supervisor						1
	Health Information Services Coordinator	<u>.</u>					
	Senior Human Resource Generalist				N .		
	Nulritional Services Coordinator						
	Operations Supervisor Planner						
	Property Lister						
	Shelter Care Supervisor						
12	Chief Deputy Clerk	\$40,565	\$50,707	\$60,848	\$19.50	\$24.38	\$29.25
	Conservation Specialist					,	7-1/1-5
	Education Specialist Electrician (Journey)						
	Engineering Technician						
	GIS Specialist						
	Land Use Specialist				li .		
	Maintenance Service Mechanic II	*		1			
	Medical Technologist						
	Museum Specialist				i i		
	Programmer Radio Communications Specialist				Ę		
	Recreation Therapist				l e		
	Resource Recovery Specialist				P		
	Social Worker				i i		
	Substance Abuse Counselor						
	Systems Specialist			1			
	Victim/Witness Coordinator						
13	Airport Operations Officer Correctional Officer	\$37,726	\$47,157	\$56,589	\$18.14	\$22.67	\$27.21
	Court Reporter				l l		
	Data Telecommunications Specialist				ľ		
	GIS & Database Analyst				i.		
	Human Resources Generalist				1		
	Law Clerk				l.		
	Maintenance Service Mechanic I Mechanic				ľ		
	Media Technician				i i		
	Network Support Specialist				B .		
	Paralegal	2			li .		
	Park Services Specialist						
	Property Listing Specialist						
	Telecommunications Operator II Zookeeper						
	Zookeepei						
14	Administrative Assistant II	\$35,085	\$43,856	\$52,628	\$16.87	\$21.08	\$25.30
	Certified Occupational Therapist Assistant	122,000	7.2,000	+5-,525	\$10,01	Ψ2 1.00	Ψ2.J.JU
	Department Assistant						
	Emergency Management Specialist	4			II.		
	Food Service Supervisor Guest Services Coordinator						
	Heavy Equipment Operator	g .					
	Lab Technician				B .		
	Legal Assistant				la l		
		n .					

NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

Description Security Securi	ay Grad	ook Hite	Minimum	Annual Midpoint	Maximum	Minimum	Hourly Midpoint	Maximum
Network Support Clerk Pavol Specialist Registered Health Information Tech (RHIT) Telecommunications Operator		BENCHMARK POSITIONS						
Payroll Specialist Registered Health Information Tech (RHIT) Telecommunications Operator								
Registered Health Information Tech (RHIT) Telecommunications Operator		Network Support Clerk	12			4		
Telecommunications Operator		Payroll Specialist	1					
\$32,629		Registered Heath Information Tech (RHIT)	N.					
Department Assistant Same State		relecommunications Operator I						
Department Assistant Same State	15	Child Support Specialist	\$32,620	£40.786	£40.044	£45.00	040.04	
Victim/Witness Program Assistant		Operations Assistant	\$32,029	Φ40,700	Ф46,944	\$15.69	\$19.61	\$23.53
Deputy Medical Examiner \$30,345 \$37,931 \$45,518 \$14,59 \$18,24 \$21,88		Victim/Witness Program Assistant	į.			9		
Deputy Medical Examiner \$30,345 \$37,931 \$45,518 \$14,59 \$18,24 \$21,88	16	As around Clock						
Economic Support Specialist Fraud Investigator Aide Maintenance Services Associate	10		\$30,345	\$37,931	\$45,518	\$14.59	\$18.24	\$21,88
Fraud Investigator Aide Maintenance Services Associate \$28,221 \$35,276 \$42,331 \$13,57 \$16,96 \$20,35 Administrative Assistant I Human Services Support Specialist Youth Care Worker \$26,245 \$32,807 \$39,368 \$12,62 \$15,77 \$18,93 9 Certified Nursing Assistant Cook 20 Administrative Clerk Assistant Zookeeper Building Services Associate \$22,700 \$28,375 \$34,050 \$10,91 \$13,64 \$16,37 PPEN \$21,111 \$26,388 \$31,666 \$10,15 \$12,69 \$15,22 Bailiff Food Service Associate \$19,633 \$24,541 \$29,449 \$9,44 \$11,80 \$14,16 Food Service Associate \$18,259 \$22,823 \$27,388 \$8,78 \$10,97 \$13,17 24 Guest Services Associate \$16,981 \$21,226 \$25,471 \$8,16 \$10,20 \$12,25		Economic Support Specialist						
Maintenance Services Associate 17 Administrative Assistant I Human Services Support Specialist Youth Care Worker \$28,221 \$35,276 \$42,331 \$13,57 \$16,96 \$20,35 18 Open \$26,245 \$32,807 \$39,368 \$12,62 \$15,77 \$18,93 19 Certified Nursing Assistant Cook \$24,408 \$30,510 \$36,612 \$11,73 \$14,67 \$17,60 20 Administrative Clerk Assistant Zookeeper Building Services Associate \$22,700 \$28,375 \$34,050 \$10,91 \$13,64 \$16,37 21 OPEN \$21,111 \$26,388 \$31,666 \$10,15 \$12,69 \$15,22 22 Bailiff Food Service Associate \$19,633 \$24,541 \$29,449 \$9,44 \$11,80 \$14,16 23 Husbandry Assistant \$18,259 \$22,823 \$27,388 \$8,78 \$10,97 \$13,17 24 Guest Services Associate \$16,981 \$21,226 \$25,471 \$8,16 \$10,20 \$12,25		Fraud Investigator Aide						
Human Services Support Specialist Youth Care Worker \$26,245		Maintenance Services Associate						
Human Services Support Specialist Youth Care Worker \$26,245								
Human Services Support Specialist Youth Care Worker 18	17	Administrative Assistant I	\$28.221	\$35,276	¢/2 331	\$12 F7	£46.00	000.04
18 Open \$26,245 \$32,807 \$39,368 \$12.62 \$15.77 \$18.93 19 Certified Nursing Assistant Cook \$24,408 \$30,510 \$36,612 \$11.73 \$14.67 \$17.60 20 Administrative Clerk Assistant Zookeeper Building Services Associate \$22,700 \$28,375 \$34,050 \$10.91 \$13.64 \$16,37 21 OPEN \$21,111 \$26,388 \$31,666 \$10.15 \$12.69 \$15.22 22 Bailiff Food Service Associate \$19,633 \$24,541 \$29,449 \$9.44 \$11.80 \$14.16 23 Husbandry Assistant \$18,259 \$22,823 \$27,388 \$8.78 \$10.97 \$13.17 24 Guest Services Associate \$16,981 \$21,226 \$25,471 \$8.16 \$10.20 \$12.25 25 \$15.77 \$18.93 \$24,541 \$29,449 \$41.87 \$41.		Human Services Support Specialist	Ψ20,221	φυυ,210	Ψ42 ₁ 331	φ13.37	\$16.96	\$20.35
19 Certified Nursing Assistant \$24,408 \$30,510 \$36,612 \$11.73 \$14.67 \$17.60		Youth Care Worker	l					
Cook \$17.50 20 Administrative Clerk Assistant Zookeeper Building Services Associate \$22,700 \$28,375 \$34,050 \$10.91 \$13.64 \$16.37 21 OPEN \$21,111 \$26,388 \$31,666 \$10.15 \$12.69 \$15.22 22 Bailiff Food Service Associate \$19,633 \$24,541 \$29,449 \$9.44 \$11.80 \$14.16 23 Husbandry Assistant \$18,259 \$22,823 \$27,388 \$8.78 \$10.97 \$13.17 24 Guest Services Associate \$16,981 \$21,226 \$25,471 \$8.16 \$10.20 \$12.25	18	Open	\$26,245	\$32,807	\$39,368	\$12.62	\$15.77	\$18.93
Cook \$17.50 20 Administrative Clerk Assistant Zookeeper Building Services Associate \$22,700 \$28,375 \$34,050 \$10.91 \$13.64 \$16.37 21 OPEN \$21,111 \$26,388 \$31,666 \$10.15 \$12.69 \$15.22 22 Bailiff Food Service Associate \$19,633 \$24,541 \$29,449 \$9.44 \$11.80 \$14.16 23 Husbandry Assistant \$18,259 \$22,823 \$27,388 \$8.78 \$10.97 \$13.17 24 Guest Services Associate \$16,981 \$21,226 \$25,471 \$8.16 \$10.20 \$12.25	19	Certified Nursing Assistant	404.400			<u>.</u>		
Assistant Zookeeper Building Services Associate 21 OPEN \$21,111 \$26,388 \$31,666 \$10.15 \$12.69 \$15.22 22 Bailiff Food Service Associate \$19,633 \$24,541 \$29,449 \$9.44 \$11.80 \$14.16 23 Husbandry Assistant \$18,259 \$22,823 \$27,388 \$8.78 \$10.97 \$13.17 24 Guest Services Associate \$16,981 \$21,226 \$25,471 \$8.16 \$10.20 \$12.25		Cook	\$24,408	\$30,510	\$36,612	\$11.73	\$14.67	\$17.60
Assistant Zookeeper Building Services Associate 21 OPEN \$21,111 \$26,388 \$31,666 \$10.15 \$12.69 \$15.22 22 Bailiff Food Service Associate \$19,633 \$24,541 \$29,449 \$9.44 \$11.80 \$14.16 23 Husbandry Assistant \$18,259 \$22,823 \$27,388 \$8.78 \$10.97 \$13.17 24 Guest Services Associate \$16,981 \$21,226 \$25,471 \$8.16 \$10.20 \$12.25	00							
Building Services Associate	20		\$22,700	\$28,375	\$34,050	\$10.91	\$13.64	\$16.37
22 Bailiff Food Service Associate \$19,633 \$24,541 \$29,449 \$9.44 \$11.80 \$14.16 23 Husbandry Assistant \$18,259 \$22,823 \$27,388 \$8.78 \$10.97 \$13.17 24 Guest Services Associate \$16,981 \$21,226 \$25,471 \$8.16 \$10.20 \$12.25		Building Services Associate						
22 Bailiff Food Service Associate \$19,633 \$24,541 \$29,449 \$9.44 \$11.80 \$14.16 23 Husbandry Assistant \$18,259 \$22,823 \$27,388 \$8.78 \$10.97 \$13.17 24 Guest Services Associate \$16,981 \$21,226 \$25,471 \$8.16 \$10.20 \$12.25								
Food Service Associate \$19,633 \$24,341 \$29,449 \$9.44 \$11.80 \$14.16 23 Husbandry Assistant \$18,259 \$22,823 \$27,388 \$8.78 \$10.97 \$13.17 24 Guest Services Associate \$16,981 \$21,226 \$25,471 \$8.16 \$10.20 \$12.25	21	OPEN	\$21,111	\$26,388	\$31,666	\$10.15	\$12.69	\$15,22
Food Service Associate \$19,633 \$24,341 \$29,449 \$9.44 \$11.80 \$14.16 23 Husbandry Assistant \$18,259 \$22,823 \$27,388 \$8.78 \$10.97 \$13.17 24 Guest Services Associate \$16,981 \$21,226 \$25,471 \$8.16 \$10.20 \$12.25	22	Bailiff	#40.00C	20454	000.445			
24 Guest Services Associate \$16,981 \$21,226 \$25,471 \$8.16 \$10,20 \$12.25			\$19,633	\$24,541	\$29,449	\$9.44	\$11.80	\$14.16
24 Guest Services Associate \$16,981 \$21,226 \$25,471 \$8.16 \$10,20 \$12.25								
\$10,981 \$21,226 \$25,471 \$8.16 \$10,20 \$12.25	23	Husbandry Assistant	\$18,259	\$22,823	\$27,388	\$8.78	\$10,97	\$13.17
φ.10 φ10,20 φ12.25	24	Guest Services Associate	\$16,091	£24 226	POE 474	mp 46	040.05	
			\$10,961	Φ ∠ 1 ,∠∠0	Φ45,471	ֆ୪.16	\$10,20	\$12.25

Minimum and maximum values are calculated +/- 20% around midpoint Progression between midpoints 7%.





Project Overview

- Objectives of a Compensation Plan
- Plan Design Process (Completed)
 - Internal Equity Analysis
 - · Point Factor Evaluation Method
 - External Market Analysis67 Benchmark Positions
 - External Market Data
 - Salary Structure Development
 - Benchmark Positions
 - Slotted Jobs
 - Comparative Ratio Analysis
- Steps After Salary Structure is Approved

WIPFL

(free life)

Objectives of a Base Compensation Plan

- Pay salaries equitable for work being performed
- Ensure equitable pay across departmental lines
- Attract and retain qualified employees
- Minimize inconsistent administration of pay
- Ensure wages are comparable within the market you compete with for employees

CONT.		

STATE OF THE PARTY	Process	
	Created a County Project Team (Brown County) Created Classification Specifications (Project	
	Team) • Performed an internal equity analysis (Project Team)	
	Conducted an external market analysis (Wipfli) Designed a salary structure (Wipfli)	
	Conducted a comparative ratio analysis (Wipfli)	
	WINGEL 1960 4	
CO-COLUMN CO.	Created Classification Specifications (Class Specs)	
	Position Description Questionnaires submitted by departments specifying actual duties	
	Like positions lumped into same Class Spec	
	A point factor evaluation system was applied to each Class Spec which determined internal equity points	*
	Factors used: - Skills – education and experience	**************************************
	 Responsibilities – scope/level, leadership/administrative, public/customer relations, budget impact, and complexity/impact 	
	Effort – physical exertion/environmental hazards	
TANKS OF THE PARTY	Same S	
١	Internal Equity Analysis	
	Conducted an internal equity analysis to determine the relative value of each position to other positions within the County on the basis of	-
	 compensable factors. The internal equity analysis was conducted by the County Project Team for all positions, then reviewed by Wipfli. 	
	The result of the analysis was a ranking of the Class Specs starting from the position with the	
	top number of points to the position with the bottom number of points.	
Ц		

External Market Analysis

- An external market analysis determined the market value of each Class Spec by comparing it to published compensation survey data and wage data for comparable counties. (Outagamie, Winnebago and Racine)
- For each benchmark Class Spec, a midpoint was calculated using this survey and other county wage data.
- Used the functions of the Class Spec to match the survey data, not job title.

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BROWN COUNT							
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To les	AND DESIGNATION OF THE PARTY OF	Appendix (a) and the same	9	7-	- 12	V	10
	AND STREET	190%	5	35		11	W :
A PROGRAM EAST	Towneys		1.4.	Ü	-		dir.

Designing the Salary Structure

- The salary structure design was created utilizing the Internal Equity Analysis and External Market Analysis.
- Typically, the External Market Analysis will be the primary consideration for the development and placement of positions within the salary structure.
- The benchmark positions were sorted and grouped by external market value with like midpoints grouped together.

WIPFL

Brown County Salary Structure

- The salary structure begins with the top paid position. Subsequent ranges are then developed on the basis of the remaining pay groups.
- Brown County has a 7% progression between midpoints of each pay grade.
- Each pay grade is 20% +/- the midpoint.
- All Class Specs were incorporated into the salary structure.
 - Benchmark positions (67 Class Specs 969 employees)
 - Slotted positions (77 Class Specs 309 employees)

WIPFL

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Brown County Salary Structure

- Preliminary salary structure reviewed to determine if the pay groups made sense within the County.
- Considered the Internal Equity Analysis and made any necessary adjustments on the basis of the relative value of the positions within the County.
 - Internal equity is considered if the value of the position internally differs from the external market or if external market data is unavailable.

WILLI

mente: 1

Comparative Ratio Analysis

This analysis allows the County to determine where current rates of employee pay fall in relationship to the newly established salary structure midpoints.

- Brown County's average compa-ratio is 102%.
 This is the average compa-ratio of all Brown County employees.
- Pay grades 1-11 had a compa-ratio of 98%
- Pay grades 12-23 had a compa-ratio of 103%

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Pay Grade	Job Title	Minimum	Annual	Maximum	A X III	Hourly	Missi
r ay criace	BENCHMARK POSITIONS	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
1	OPEN	\$90,125	\$112,656	\$135,187	\$43.33	\$54.16	\$64,99
2	Corporation Counsel Director of Administration Director of Human Services	\$83,816	\$104,770	\$125,724	\$40.30	\$50.37	\$60.44
3	Airport Director Chief Information Officer Director of Port and Resource Recovery Director of Public Works	\$77,949	\$97,436	\$116,923	\$37.48	\$46.84	\$56,21
4	Advanced Practice Nurse Prescriber Director of NEW Zoo and Parks Human Resources Manager Human Services Administrator	\$72,492	\$90,616	\$108,739	\$34.85	\$43.57	\$52.28
	Gourt Commissioner Deputy Assistant Corporation Counsel Director of Nursing (Hospital) Director of Public Safety Communications Engineering Services Manager Finance Manager Planning Director Psychologist	\$67,418	\$84,272	\$101,127	\$32.41	\$40.52	\$48,62
	Director of Public Health Director, Child Support Program Highway Operations Manager	\$62,699	\$78,373	\$94,048	\$30.14	\$37.68	\$45.22
	Assistant Corporation Counsel Change Management Facilitator Chief Medical Examiner Financial Supervisor Network Architect	\$58,310	\$72,887	\$87,465	\$28.03	\$35.04	\$42.05
	Nursing Supervisor Principle Planner Public Health Supervisor Senior Civil Engineer		ĸ				
1	Applications Supervisor Assistant Director of Public Safety Communications Building Services Superintendent Dirrical Therapist County Conservationist Emergency Management Coordinator	\$54,228	\$67,785	\$81,342	\$26,07	\$32.59	\$39.11
E C <mark>}</mark> N	Environmental Health & Lab Supervisor Fleet Superintendent Golf Course Superintendent Juman Services Manager Museum Director Operations Manager						
	Animals Curator Civil Engineer Economic Services Support Goordinator	\$50,432	\$63,040	\$75,648	\$24.25	\$30.31	\$36,37
E H /- F	dighway Operations Superintendent dighway Operations Superintendent duman Services Supervisor Project Manager dublic Health Nurse						
F F S	Register in Probate Registered Nurse Risk Specialist Renior Financial Analyst						
	enior Planner eteran's Services Officei						(

	Job Title	Minimum -	Annual Midpoint	Maximum	Minimum	Hourly Midpoint	Maximum
ay Grade	BENCHMARK POSITIONS	Willingin	Maponic	Maximoni	William	Midponit	Maximum
10	Business Development Analyst	\$46,902	\$58,627	\$70,353	\$22,55	\$28,19	\$33,82
	Gemmuniy Health Educator Electrician (Master) Sinancial Analyst						
	Operations and Maintenance Supervisor Purchasing Specialist						
11	Building Services Supervisor Child Support Supervisor Clinical Lab Services Supervisor	\$43,619	\$54,523	\$65,428	\$20.97	\$26.21	\$31.46
	Corrections Corporal Economic Support Supervisor Health Information Services Coordinator Nutritional Services Coordinator						
	Operations Supervisor Planner Senior Human Resource Generalist						
	Shelter Care Supervisor						
12	Chief Deputy Clerk constavation Specialist Education Specialist	\$40,565	\$50,707	\$60,848	\$19,50	\$24,38	\$29,25
	Electrician (Journey) Englogeong Technician Maintenance Service Mechanic II Medical Technologist Museum Specialist						
	Programmer Radio Communications Specialist Recreation Therapist Resource Recovery Specialist						
	Social Worker Substance Abuse Counselor Systems Specialist Telecommunications Operator III Victim/Witness Coordinator						
13	Airport Operations Officer	\$37,726	\$47,157	\$56,589	\$18,14	\$22.67	\$27.21
	Court Reporter Data Telecommunications Specialist GIS & Database Analyst Human Resources Generalisi						
	Maintenance Service Mechanic I Mechanic						
	Media Technician Network Support Specialist Pantlagai						
	Park Services Specialist Property Listing Specialist Pelecommunications Operator II						
	Zookeeper						
14	Administrative Assistant II Contilled Occupational Therapist Assistant Department Assistant	\$35,085	\$43,856	\$52,628	\$16.87	\$21.08	\$25.30
	Emergency Management Specialist Food Service Supervisor Guest Services Cooldmator						
	cleaty Equipment Operator Lab Technician Logal Assistant				ŀ		
	Udensed Practical Nurse Network Support Clerk Payroli Specialisi						
	Registered Heath Information Tech (RHIT) Geogrammunications Operator i						2
15	Child Support Specialist	\$32,629	\$40,786	\$48,944	\$15.69	\$19,61	\$23.50

Pay Grad	e Job Title	Minimum	Annual Midpoint	Maximum	Minimum	Hourly Midpoint	Mandania
Million Albert Archel	BENCHMARK POSITIONS	William	Maponit	Waxiiiaiii	Withinstur	wiiapoint	waximum
	Operations Assistant						1
	Victim/Witness Program Assistant				į.		1
16	Account Clerk	\$30,345	\$37,931	\$45,518	\$14.59	\$18,24	\$21.88
	Deputy Medical Examiner	ψου,343	Ψ07,301	Ψ+0,010	Ψ14.59	φ10,Z4	φ21,00
	Economic Support Specialist	N. Company			•		
	Fraud Investigator Aide	8		()	0		
	Maintenance Services Associate				,		- 1
17	Administrative Assistant I	****	A05 070	040 004	*		
17	Human Services Support Specialist	\$28,221	\$35,276	\$42,331	\$13.57	\$16.96	\$20.35
	Youth Care Worker						1
18	Open	\$00.04E	#00 po7	#20.000	*	0.4 C 3.7	
,,	Орон	\$26,245	\$32,807	\$39,368	\$12.62	\$15.77	\$18.93
19	Administrative Clerk	\$24,408	\$30,510	\$36,612	\$11.73	\$14.67	\$17.60
	Certified Nursing Assistant Cook	·			l l		
20	Assistant Zookeeper	\$22,700	\$28,375	\$34,050	\$10.91	\$13.64	\$16.37
	Building Services Associate				ı		
21	OPEN	\$21,111	\$26,388	\$31,666	\$10,15	\$12.69	\$15.22
		Ψ21,171	Ψ20,000	ψοτισοσ	Ψ10.10	Ψ12.03	Ψ13.22
22	Bailiff	\$19,633	\$24,541	\$29,449	\$9.44	\$11.80	\$14.16
	Food Service Associate				ľ		
23	Husbandry Assistant	\$18,259	\$22,823	\$27,388	\$8.78	\$10.97	\$13.17
		P <mark>t</mark>			l l		
24	Guest Services Associate	\$16,981	\$21,226	\$25,471	\$8.16	\$10.20	\$12.25
	A set of				_		

Minimum and maximum values are calculated +/- 20% around midpoint Progression between midpoints $\ 7\%$.



	White the state of		No tubus	HET THE PARTY OF					
ay ng	BENCHMARK POSITIONS	Dept	Min	Mid Poin		Comp.		Impact of Financial	
1	OPEN OPEN						Comment	Adjustment	Qui
-			\$46.04	\$54.16	\$64.99				
2	Corporation Counsels	Corporation Coursel	1						-
-	Director of Administration Director of Human Services	Corporation Counsel Administration	\$40.30	\$50.37	\$60.44 \$60.44	95%			1
	Cols. Re de Francial Sorgicos	Human Services	\$40.30	\$50.37	\$60.44	102%			
	No. of the second secon		-	-					<u> </u>
	Chief Information Officer	Airport	\$37.48	\$46.84	\$56.21	86%			
	Director of Port and Resource Description	Port & Resource Recovery	\$37.48	\$46.84	\$56.21 \$56.21	102%			1
	Circular of Public Works	Public Works	\$37.48	\$46.84	\$56.21	94%			
4	A de la constant de l								-
	Advanced Practice Nurse Prescriber Advanced Practice Nurse Prescriber	Human Services	\$34.85	\$43.57	\$52.28	108%			
	Ulfector of NEW Zoo and Parks	Human Services NEW Zoo & Parks	\$34.85	\$43.57	\$52.28				
7	Human Resources Manager Human Services Administrator	Human Resources	\$34.85	\$43.57	\$52.28 \$52.28	90%			
	and the state of t	Human Services	\$34.85	\$43.57	\$52.28	94%		 	1
-	Crium Commissioner				-				
	Gourt Commissioner	Circuit Courts	\$32.41	\$40.52	\$48.62	100%			3
4	Critic Commissioner	Circuit Courts Circuit Courts	\$32.41	\$40.52	\$48.62 \$48.62	100%			
1	Deputy Assistant Corporation Counsel	Circuit Courts	\$32.41	\$40.52	\$48.62	92% 88%			2
- 11	CHEOCOTO EN PROCHETE INCOME.	Corporation Counsel Human Services	\$32.41	\$40.52	548.62	83%			
-	Director of Public Safety Communications Engineering Services Manager	Public Safety Communications	\$32.41	\$40.52	\$48.62 \$48.62	88% 105%			1
111	DERING Manager	Public Works Administration	\$32.41	\$40.52	\$48.62	92%			1 2
	Planning Director	Planning	\$32.41	\$40.52	\$48.62 \$48.62	100%			3
Ť	Sychologist	Human Services	\$32.41	\$40.52	\$48.62	103%		+	3
-									- 3
10	Proctor of Public Health Proctor, Child Support Program	Health	\$30.14	\$37.68	\$45.22	103%			
H	lighway Operations Manager	Child Support Public Works	\$30.14	\$37.68	\$45.22	86%			3
╁		T dollo TVOIKS	\$30.14	\$37.68	\$45.22	99%			3
Ä	ssestant Corporation Counsel	Corporation Counsel							-
A	ssistant Corporation Counsel ssistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05 \$42.05	102%			3
A	SSIStant Corporation Countril	Corporation Counsel	\$28.03	\$35.04	\$42.05	90%			3
A	ssistant Corporation Counsel	Corporation Counsel Corporation Counsel	\$28.03	\$35.04	\$42.05 \$42.05	89%			1
100	ssistant Corporation Counsel barge Management Facilitatos	Corporation Counsel	\$28.03	\$35.04	\$42.05	88% 88%			1
C	hief Medical Examiner	Human Resources Medical Examiner	\$28.03	\$35.04	\$42.05				1
N	remoral Supervisor etwork Architect	Administration	\$28.03	\$35,04	\$42.05 \$42.05	95%			2
Ni	arsing Supervisor	Technology Services	\$28.03	\$35.04	\$42.05	97%		-	2
N	esing Saparoscov dua 1 Graffii Saparoscov	Human Services Human Services	\$28.03	\$35.04	\$42.05 \$42.05	1010/			
F	iblic Health Supervisor	Health	\$28.03	\$35.04	\$42.05				3
Pr	incipal Planner	Health Planning	\$28.03	\$35.04	\$42.05	90%			2
	incipal Planner	Planning	\$28.03	\$35.04	\$42.05 \$42.05	87%			_ 3
	rank (33d Engineer	Public Works Public Works	\$28.03	\$35.04	\$42.05	95%			1 2
		dolic works	\$28.03	\$35.04	\$42.05	87%			1
\p	plications Supervisor	Total Control				_			
S	sistant Director of Public Safety Communication	Technology Services Public Safety Communications	\$26.07	\$32.59	\$39.11	110%			4
u	iding Services Superintendent	Public Works	\$26.07 \$26.07	\$32.59 \$32.59	\$39.11	107%			4
h	near Therapist	Human Services Human Services	\$26.07	\$32.59	\$39.11	86%			4
	wai Turrapist wai Turrapist	Human Services	\$26.07 \$26.07	\$32.59	\$39.11	86%	Ve. 1		1
m	near Therapius	Human Services	\$26.07	\$32.59	\$39.11	85%			2
	near Thoragust near Thoragust	Human Services Human Services	\$26.07	\$32.59	\$39.11	85%			1
(HE)	ical Therapid	Human Services	\$26.07 S	32.59	\$39.11	92% 85%			2
Ĭįn	usal Thorapeu	Human Services Human Services	\$26.07 \$	32.59	\$39.11	100%			3
	to at Therapist	Human Services	\$26.07 \$ \$26.07 \$	32.59	\$39.11	101%			3
lin	ical Therapid	Human Services	\$26.07	32.59	\$39.11	10.1%			3
lies.	ical Therapist ical Therapist	Turnari Services	\$26.07	32.59	\$39.11	101%			3
hru	La Therapisi	Human Services	\$26.07 \$ \$26.07 \$	32.59	539.11	101%			3
in a	cal Thorapist	numan Services	\$26.07 \$	32.59	\$39.11	85%			1
		iuman Services	\$26.07 \$ \$26.07 \$	32.59	\$39.11 1	01%		31 72	3
	The state of the s		PEN.0101 4	UL.U0	\$39.11 1	0170			3

Job Title	THE CONTRACT OF THE SAME		Mld	at the last	Compa	Common	Impact of Financial Adjustment	0.11-
Title	Dept	Min	Point	Max	Ratio	Comment	Adjustment	Cen
EL DESHARDE POSSERORS		\$26.07	\$32.59	\$39.11	89%			2
Emergency Management Coordinator	Public Safety Communications	\$26.07	\$32.59	\$39.11	98%			3
Environmental Health & Lab Supervisor	Health	\$20.07	\$32.59	\$39.11	30.70			
Fleet Superintendent	Public Works	\$26.07	\$32.59		99%			3
Golf Course Superintendent	Golf Course	\$26.07	\$32.59	\$39.11				1 4
comparagnuscoffmager	Human Services	\$26.07	\$32.59	\$39.11	105%			3
connect erwee Editioner	Human Services	\$26.07	\$32.59	\$39.11	104%			1 4
er on the commences Ultramages	Human Services	\$26.07	\$32.59	\$39.11	113%			-
Museum Director	Museum	\$26.07	\$32.59	\$39.11	105%			-
	NEW Zoo & Parks	526 07	\$32.59	\$39.11	105%			4
Operations Manager	Port & Resource Recovery	\$26.07	\$32.59	\$39.11	99%			1
Operations Manager	Airport	\$26.07	\$32.59	\$39.11	104%			1
Operations Manager	Airport	1						-
		604.05	\$30.31	\$36.37	84%			-
Animals Curator	NEW Zoo & Parks	\$24.25	\$30.31	\$30.37	79%	below minimum	\$676	
Civil Engineer	Public Works	\$24.25	\$30.31	030.37	81%	OCIOW WITHINGIN	40.0	
Civil Engineer	Land and Water Con	\$24.25	\$30.31	\$30.37	0170			-
Civil Engineer	Land and Water Con	\$24.25	\$30.31	\$36.37	81%			
	Human Services	\$24.25	\$30.31	\$36.37	98%			
Control Carter Cappen on Brains	Health	\$24.25	\$30.31	\$36.37	100%			
TALIT OF BUILDING OF CHRIST (CONTAINED)	Health	\$24.25	\$30.31	\$36.37	99%			
Fr. With the Republic Control	Health	\$24.25	\$30.31	\$36.37				1
Envernmental (Fraff) Transport		\$24.25	\$30.31	\$36.37	99%			
L. L. marinner Cas Cos and T. Dellin Lett.	Health	\$24.20	\$30.31	\$36.37	98%			
ACTION OF A STATE OF WARTER STATE OF THE OWNER.	Health	P24.20	\$30.31	\$36.37	98%			
is the amountain country is contained.	Health	524.25	\$30.31	\$36.37				+
Highway Operations Superintendent	Public Works	\$24.25	\$30.31	\$30.37	107%			_
Highway Operations Superintendent	Public Works	\$24.25	\$30.31	\$30.3				+-
Highway Operations Superintendent	Public Works	\$24.25	\$30.31	\$30.3	7 107%			+-
Control of the December 1999	Human Services	\$24.25	\$30.31	\$36.3	7 110%	2	-	-
COLLABOR TRANSPORT TREPORTED TO	Human Services	\$24.25	\$30.31	\$36.3	7			_
	Human Services	\$24.25	\$30.31	\$36.3	7 109%			
* Hart Det Groups - Table 1999:	Human Services	\$24.25	\$30.31	\$36.3	7 110%			
FIRE-TER EXERCITE BERNOON	Human Services	\$24.25	\$30.3	\$36.3	7 100%	6		
Theraustromoet inpotynor		\$24.25	\$30.3	\$36.3	7 100%	6		
FRANCIS I WILLIAM COSTSODIO AND COSTS	Human Services	\$24.20	\$30.3	\$36.3	7 1019			
ERROGALISATE DO ESADAMENTO	Human Services	\$24.2	5 \$30.3	636.3	7 1019			
CHARLEST WILLIAM TO HOSPIT AND THE	Human Services	\$24.23	\$30.3	636.3	7 1049			-
CONTROL TO A VICE STREET OF CO.	Human Services	\$24.2	5 \$30.3	\$30.3	7 1047	0		_
Propagation and English (P. O.)	Human Services	\$24.2	5 \$30.3	\$30.3	7 1000			-
Project Manager	Technology Services	\$24.2	5 \$30.3	\$36.3	/ 126%	6 at or above maximum	-	-
Project Manager	Technology Services	\$24.2	5 \$30.3	\$36.3	7 1059	6		
Project Manager	Technology Services	\$24.2	5 \$30.3	1 \$36.3	7			
	Administration	\$24.2	5 \$30.3	1 \$36.3	7 1029	6		
Project Manager	Health	\$24.2	5 \$30.3	1 \$36.3	7 1019	/6		
Copie Private Diser	Health	\$24.2	5 \$30.3	1 \$36.3	7 1019	/o		
Contraction to the Contraction of the Contraction o		\$24.2	5 \$30.3	1 \$36.3	7 1019	16		
Committee a	Health	\$24.2	5 \$30.3	1 \$36.3	7 1019			
DELIBERTATION PARTY	Health	024.2	5 \$30.3	1 \$36.3	7 101			_
F 42 - 44 (40) Pp	Health	\$24.2	5 300.0	4 000.0				_
A REAL PROPERTY.	Health	\$24.2	5 \$30.3	1 \$30.0	7 100			_
Continue of the Alignan	Health	\$24.2	5 \$30.3	1 \$36.3	37 100			
Lag 140 att State	Health	\$24.2	5 \$30.3	1 \$36.3	37 100			_
and the implication of	Health	\$24.2	5 \$30.3	1 \$36.3	37 100			
The requirement of	Health	\$24.2	5 \$30.3	1 \$36.3	37 100	%		
The trains that	Health	\$24.2	5 \$30.3	1 \$36.3	37 100	%		
TO THE CONTRACT OF THE CONTRAC	Health	\$24.2	5 \$30.3	1 \$36.3	37 99	6		
The Building Charles		\$24.2	5 \$30.3	1 \$36	37 100			
And the residence	Health	\$24.2	5 \$30.3	1 \$36	37 107			
Register in Probate	Circuit Courts	\$24°	5 \$30.3	1 \$36	37 919			
REPORTED TO	Human Services		25 \$30.3					
Complete Committee	Human Services							
To propose the control of the contro	Human Services	\$24.2	5 \$30.3	4 500.				-
THE RESIDENCE CO.	Human Services	\$24.2	25 \$30.3	1 \$36.	37 96		-	-
Arraga Barton Indonesia	Human Services	\$24.2	25 \$30.3	\$36.	37 91			-
Property of Papers	Human Services	\$24.2	25 \$30.3	1 \$36.	37 85			
Francisco Company	Human Services	\$24.2	25 \$30.3	1 \$36.	37 96			
	Human Services		25 \$30.3			%		
make a state of	Human Services		25 \$30.3			%		
THE TAXABLE		400	25 \$30.3	11 \$36				
Land Land Control Land Control Land	Human Services	\$24,	25 820	11 000	37 85			
Fille fixed man	Human Services	\$24.	25 \$30.	1 030.	27 00			_
Compelantellanas	Human Services	\$24.	25 \$30.	31 \$36.	37 91		-	-
Presputition and	Human Services	\$24.	25 \$30.	31 \$36.	37 91			
Advertised by a	Human Services	\$24.	25 \$30.	31 \\$36.	37 88	%		
	Human Services	\$24.	25 \$30.	31 \$36.	37 85	%		
Chaig smoothmase	Human Services	\$24	25 \$30.	31 \$36				
(a) Shaper page 1		\$24.	25 \$30.	31 836	37			-
PROGRAMMENT COLOR	Human Services	\$24.	20 300.	24 620	37 04	04		-
Name and American Control	Human Services	\$24.	25 \$30.	31 \$36	37 91	70		-
NAX BARRON II TALIDO	Human Services		25 \$30.					
le je most koso o	Human Services	\$24.	25 \$30.	31 \$36	.37			
	Human Services		25 \$30.			%		
	Fluinan Survices	004	25 \$30.	31 \$36				5-11
Regulated House	Charles Can decay			U 1 1 1 1 U U	- WELL			_
is regardate of No. 15 c	Human Services	\$24.	25 000	24 600	27		_	-
congration of the tra-	Human Services	\$24.	25 \$30.	31 \$36	.37			-
is regardate of No. 15 c	the last beautiful to	\$24. \$24.	25 \$30. 25 \$30. 25 \$30.	31 \$36 31 \$36	.37			

ay Job 1ge Title BENCHMARK POSITIONS	Dept		/lin	Mid Poin		Max	Comp Ratio		Impact of Financial Adjustment	c
Registered Naisa- Registered Naisa	Human Services	\$2	4.25	620.2	4 6	20.07	0004			
Registered Narse	Human Services			\$30.3	1 0	36.37	96%			
Registered Name	Human Services	\$2	4.25	\$30.3	1 3	36.37	96%			
Respirate North	Human Services	62	1.25	\$30.3	1 3	36.37	113%			
Registered these	Human Services	\$24	1.25	\$30.3	1 5	36.37	113%			
	Human Services	\$24	1.25	\$30.31						T
Registered Nurse	Human Services			\$30.31		36.37				
Registered Noise	Human Services	924	1.25	\$30.31	1 5	36.37	112%			T
Registered Nucsi	Human Services	\$24	1.25	\$30.31	1 5	36.37	113%			1
Registered View	Human Services	\$24	.25	\$30.31	1 5	36.37				+
Rasjesterina Narse	Human Services	\$24	1.25	\$30.31	\$	36.37	113%			1
Registered Noise Registered Masse	Human Services	\$24	.25	\$30.31	5	36.37	112%			1
De de Maria de Calacter	Human Services	\$24	25	\$30.31	1.5					T
Respectivel Nurso	Human Services	524	25	\$30.31	\$	36.37	113%			+
Risk Specialist	Administration	\$24	.25	\$30.31 \$30.31	\$	36.37	113%			
Some Emancial Analyst Greate Constitute Analyst	Administration	\$24	25	\$30.31		36.37	117%	approaching maximum		\vdash
Securit Capanical Analyst	Administration	\$24	25	\$30.31 \$30.31		36.37	93%			Т
Some Financial Analyst	Administration	\$24		\$30.31		36.37	103%			
Series (material Analys)	Administration	\$24				36.37	98%			
Senior Financial Analysi	Administration	\$24		\$30.31 \$30.31		36.37	98%			
School Financial Analyst School Enancial Analyst	Board Office	\$24		\$30.31		36.37	98%			
Senior Planner	Public Works			\$30.31	100	36.37	104%			
Senior Planner Senior Planner	Planning	624	25	\$20.37		36.37	111%			-
Senior Planner Senior Planner	Planning	\$24				36.37	104%			
	Planning	\$24.	25	\$30.31	\$.	86.37	101%			
Senior Planner	Planning	\$24	65	\$30.31	33		96%			
Senior Planner	Planning			\$30.31		6.37	89%			
Teleraris Services Officer	Veterans Office	\$24.		\$30.31		6.37	89%			
	January Smiles	\$24.	40	\$30.31	\$3	6.37	96%			
Plane to Table 19 and 1			-	-	+					
Business Payell Coneficies	Human Resources	422	50	\$20.40	100	0.00				
Business Development Analyst	Port & Resource Recovery	\$22.	55	\$28.19 \$28.19	\$3	3.82	110%			
Commonly House Educator	Health	\$22	00	\$28.19	33	3.82	115%			
Community Houlds Educator	Health	\$22.	55	\$28.19	\$3	3.82	91%			
Community Health Educator	Health	\$22.	55	\$28.19	\$3	3.82	83%			
Securionity Health Educator	Health	\$22	55	\$28.19 \$28.19	\$3	3.82	81%			
Continuously eleatify Education	Health	\$22	55	\$28.19	93	3.82	81%			
Electricism (Muster)	Health	\$22	55	\$28.19	40	3.02	81%			
Electrosam (fifestor)	Airport	\$22	55	\$28.19	\$3	2.02	109%			
Electroman (Magner)	Airport	\$22.5	55	\$28.19	40	3.02				
Pristocal Analysi	Public Works	\$22.	55	\$28.19	40	3.82	107%			
Financial Analyst	Administration	\$22.5	55	\$28.19	40	3.02	109%			
Financial Analysi	Treasurer Office	\$22.5		\$28.19			96%			
Financiae Analyst	Administration	\$22.5	55	\$28.19	\$3.	3.82	82%			=
Eliminate Analysis	Administration	\$22.5	55	\$20.19	\$3.	3.62	96%			
Francia Analyst	Clerk of Courts	\$22.0	55	\$28.19 \$28.19	\$3.	5.82	93%			
Operations and Maria	Human Services	\$22.5	5	\$28.19	\$3.	3.82	100%			
Operations and Maintenance Supervisor	Airport	\$22.5	20	\$28.19 \$28.19	\$30		112%			
Operations and Maintenance Supervisor Purchasing Specialist	Airport	\$22.5			\$33	-	100%			-
dictioning Specialist	Administration	\$22.5					98%			
		Ψ22.0	10	20.19	\$33	3.82	113%			
Building Services Supervisor			-	_	_	-				
Child Support Supervisor	Public Works	\$20.0	7 1	26.21	02	10	1000			
Child Support Supervisor	Child Support	\$20.9	7 1	26.21	\$31	40	106%			
Clinical Lab Services Supervisor	Child Support	\$20.0	7 1	26.21	\$31	40	92%			
Concerns Corporal	Human Services	\$20.0	7 10	26.21	\$24	46	92%			
orrections Corporal	Sheriff	\$20.0	7 0	26.21	\$24	40	106%			17
спистить Сограна	Sheriff	\$20.0	7 0	26.21	\$31	40	95%			
Contractions Corporat	Sheriff	\$20.0	7 3	26.24	951	40	95%			
arrestions Corporal	Sheriff	\$20.9	7 3	26.21	\$31	.46	95%			- 6
are tions corporat	Sheriff	\$20.9	7 3	26.21	\$31	.46	95%			
oray from Lorporat	Sheriff	\$20.9	- 3	26.21	\$31	.46	95%			
організації Стогроваї	Sheriff	\$20.9	7 5	26.21	\$31	46	95%			
menters corpora	Sheriff	\$20.9	7 0	26.21	001	46	95%			
orrespond Corporal	Sheriff	\$20.9	7 0	26.21	\$31.	46	95%			
orrections Corporal	Sheriff	\$20.97	7 5	26.21	331	46	95%			
otrochors Carporal	Sheriff	\$20.9	3	26.21	331	46	95%			
meetions Coporal	Sheriff	\$20.97	3	26.21	\$31	46 9	95%			7
этельного отрожи ительного Старака	Sheriff	\$20.97	13	26.21			33%			
этерине Сигрока	Sheriff	\$20.97	3	26.21	\$31.	46 9	96%			7
exchine Corporal	Sheriff	\$20.97	3	26.21	\$31.	46 5	36%			
Muslime Corporal	Sheriff	\$20.97	1.5	26.21	\$31.	46 9	36%			-
emilions Corporal	Sheriff	\$20.97	1.0	26.21	\$31.	46 9				1
Worthway Parelly	Sheriff	\$20,97	15	26.21 5			06%			-
irrestions Corporal	Sheriff	\$20.97	13.	26.21	\$31.	46 9	16%			-
ительны Социна)	Sheriff	\$20.97	\$2	26.21 9	31.	46 9				2
onomic Support Supervisor	Human Services	\$20.97	\$2	26.21 3	631.	46 9	6%			2
onomic Support Supervisor	Human Services	\$20.97	\$2	6.21 5	131.	46 9				
Onomic Support Supervisor	Human Services	\$20.97	1 \$2	6.21 3	31.4	46 9	2%		-	2
onomic Support Supervisor	Human Services	\$20.97	\$2	6.21 3	631.4	46 9	2%			2
		THE PARTY OF THE		6.21 \$	24	16 0	8%			- 4

A PROPERTY OF THE PARTY OF THE	Water Committee Hall Added	Impact of Mid Compa Financial	
Job e Title Productive cosmons	Dept		Quir
HERCHIGARE POSITIONS	Liver Services	\$20.97 \$26.21 \$31.46 107%	4
Health Information Services Coordinator	Human Services Human Services	\$20.97 \$26.21 \$31.46 118% approaching maximum	5
Continued access to accomplish	District Attorney	\$20.97 \$26.21 \$31.46 82%	1
importable in a server in	NEW Zoo & Parks	\$20.97 \$26.21 \$31.46 108%	4
Approximate offerences	Human Services	\$20.97 \$26.21 \$31.46 108%	4
Operations of the con-	Public Works	\$20.97 \$26.21 \$31.46 92%	2
) proston rejet in	Clerk of Courts	\$20.97 \$26.21 \$31.46 95%	- 2
Appenditure (Inc., 200).	Public Safety Communications	\$20.97 \$26.21 \$31.46 97%	- 2
Constant eight the	Golf Course	\$20.97 \$26.21 \$31.46 97%	
The state of the s	Public Safety Communications	\$20.97 \$26.21 \$31.46 98%	3
a providence inter- til	Public Safety Communications	\$20.97 \$26.21 \$31.46 98%	
e-green and a second	Public Safety Communications	\$20.97 \$26.21 \$31.46 98%	
t grade and the first terms and the first terms are the first terms and the first terms are the first term	Public Safety Communications	\$20.97 \$26.21 \$31.46 98%	
Therefore elegant	Public Safety Communications	\$20.97 \$26.21 \$31.46 98%	
processing the second s	NEW Zoo & Parks	\$20.97 \$26.21 \$31.46 102%	
a qualifier in the latest and a second a second and a second a second and a second	Human Services	\$20.97 \$26.21 \$31.46 87%	
thought the Co.	NEW Zoo & Parks	\$20.97 \$26.21 \$31.46 86%	
Therefore, orden and a	Courts	\$20.97 \$26.21 \$31.46 86%	
r gentlinen ogsår	NEW Zoo & Parks	\$20.97 \$26.21 \$31.46 94%	
Signature said		\$20.97 \$26.21 \$31.46 113%	
Planner	Planning	\$20.97 \$26.21 \$31.46 87%	
Planner	Planning Planning	\$20.97 \$26.21 \$31.46 83%	
Planner		\$20.97 \$26.21 \$31.46 81%	
Planner	Planning	\$20.97 \$26.21 \$31.46 81%	
Planner	Planning	\$20.97 \$26.21 \$31.46 82%	
Planner	Planning Public Works	\$20.97 \$26.21 \$31.46 131% at or above maximum	
Planner	Public Works Public Works	\$20.97 \$26.21 \$31.46 106%	
Planner	Human Resources	\$20.97 \$26.21 \$31.46 106%	
the root of the first of the contract of the c	Human Resources Human Services	\$20.97 \$26.21 \$31.46 97%	
Shelter Care Supervisor	Human Services	\$20.97 \$26.21 \$31.46 108%	
Shelter Care Supervisor	Fidinali Services		
	County Clerk	\$19.50 \$24.38 \$29.25 102%	_
Chief Deputy	Register of Deeds	\$19.50 \$24.38 \$29.25 102%	
Chief Deputy	Treasurer	\$19.50 \$24.38 \$29.25 108%	
Chief Deputy	Land and Water Con	\$19.50 \$24.38 \$29.25 107%	
2177-017-00-0-14 vi 100-55	Land and Water Con	\$19.50 \$24.38 \$29.25 104%	
Total and darking	Land and Water Con	\$19.50 \$24.38 \$29.25 89%	
and emiliar provided	Land and Water Con	\$19.50 \$24.38 \$29.25 101%	
a supplied the const.	Land and Water Con	\$19.50 \$24.38 \$29.25 101%	
EDicenomorphieself	Land and Water Con	\$19.50 \$24.38 \$29.25 101%	
ETH-OX ONLY [08/2/4007]	Land and Water Con	\$19.50 \$24.38 \$29.25 124% at or above maximum	
Conservation appeared to 1	NEW Zoo & Parks	\$19.50 \$24.38 \$29.25 82%	
Education Specialist		\$19.50 \$24.38 \$29.25 87%	
Education Specialist	Museum	\$19.50 \$24.38 \$29.25 107%	
Electrician (Journey)	Public Works	\$19.50 \$24.38 \$29.25 88%	
Englishonist sociments	Planning Public Works	\$19.50 \$24.38 \$29.25 107%	
Rogersta, declara	Public Works	\$19.50 \$24.38 \$29.25 107%	
P. T. Line of the Lot of the Lot	Public Works	\$19.50 \$24.38 \$29.25 101%	
China distriction in	Human Services	\$19.50 \$24.38 \$29.25 104%	
Medical Technologist	Human Services	\$19.50 \$24.38 \$29.25 89%	
Medical Technologist	Museum	\$19.50 \$24.38 \$29.25	
Museum Specialist	Museum	\$19.50 \$24.38 \$29.25 101%	
Museum Specialist	Technology Services	\$19.50 \$24.38 \$29.25 127% at or above maximum	
Programmer	Technology Services	\$19.50 \$24.38 \$29.25 127% at or above maximum	
Programmer	Technology Services	\$19.50 \$24.38 \$29.25 127% at or above maximum	
Programmer	Technology Services	\$19.50 \$24.38 \$29.25 127% at or above maximum	
Programmer	Technology Services	\$19.50 \$24.38 \$29.25 123% at or above maximum	
Programmer	Technology Services	\$19.50 \$24.38 \$29.25 117% approaching maximum	
Programmer Programmer	Technology Services	\$19.50 \$24.38 \$29.25 116% approaching maximum	
Programmer	Technology Services	\$19.50 \$24.38 \$29.25 117% approaching maximum	
Radio Communications Specialist	Public Safety Communication	s \$19.50 \$24.38 \$29.25 105%	
Recreation Therapist	Human Services	\$19.50 \$24.38 \$29.25 115%	
Resource Recovery Specialist	Port & Resource Recovery	\$19.50 \$24.38 \$29.25 105%	
Resource Recovery Specialist	Port & Resource Recovery	\$19.50 \$24.38 \$29.25 99%	
The state of the s	Human Services	\$19.50 \$24.38 \$29.25 89%	
COLUMN COLO	Human Services	\$19.50 \$24.38 \$29.25 114%	
and comments of the comments o	Human Services	\$19.50 \$24.38 \$29.25 115%	
The state of the s	Human Services	\$19.50 \$24.38 \$29.25 89%	
- (-1)	Human Services	\$19.50 \$24.38 \$29.25 89%	
	Human Services	\$19.50 \$24.38 \$29.25 89%	
The Court of the C	Human Services	\$19.50 \$24.38 \$29.25 89%	
A Production of the Control of the C	Human Services	\$19.50 \$24.38 \$29.25 89%	
		\$19.50 \$24.38 \$29.25 89%	
Managadan	Human Services	\$19.50 \$24.38 \$29.25 89%	
and an African	Human Services	\$19.50 \$24.38 \$29.25 89%	
Барил/Иония	Human Services	\$19.50 \$24.38 \$29.25 89%	_
Somewhee	Human Services	\$19.50 \$24.38 \$29.25 89% \$19.50 \$24.38 \$29.25 89%	-
	Human Services	1 3 1 3 3 U 3 2 4 . 3 O 9 2 3 . 4 3 0 3 7 0	-
Las Maryonas		540 50 \$24.29 \$20.25 90%	
Contraction	Human Services Human Services	\$19.50 \$24.38 \$29.25 90% \$19.50 \$24.38 \$29.25 90%	-



_		Dept	Min	Point	Max	Comp Ratio		Financial	
	BENCHMARK POSITIONS Social Worker		IVIIII	Polint	IVIAX	Mahile	o* Comment	Adjustment	Qu
	Specification	Human Services	\$19.50	\$24.38	\$29.25	90%			-
	Social Walket	Human Services	\$19.50	\$24.38	\$29.25				-
	Social Wedge	Human Services		\$24.38					+
	STE GILMOOKOL	Human Services Human Services	\$19.50	\$24.38					
_	10 (A) 20 (kg)	Human Services		\$24.38					
_	Sen of Warker	Human Services		\$24.38					
-	Shoul Walke-	Human Services		\$24.38	\$29.25 \$29.25				
-	Social Works	Human Services	\$19.50		\$29.25	97%			
	Salah Marka	Human Services	\$19.50						
	Social Western	Human Services		\$24.38		104%			-
	Secul Worker	Human Services	\$19.50						-
	SOCIAL SULTAKIN	Human Services	\$19.50			104%	0		+-
_	SHELLI CALIFORNIA	Human Services Human Services	\$19.50						-
\dashv	ACCOUNT ASSERTED	Human Services	\$19.50						
-	San Chi Maringo	Human Services	\$19.50 \$19.50	\$24.38					
\neg	and all books a	Human Services		\$24.38					
	- re Nights	Human Services		\$24.38	\$29.25				
	Shi nila Vinker	Human Services		\$24.38	\$29.25				-
	COUNTY OF STREET	Human Services	\$19.50	\$24.38	\$29.25	115%			
	THE RESERVED	Human Services	\$19.50	\$24.38	\$29.25	115%			
	on all (Volk)	Human Services Human Services		\$24.38		115%			
-	solital (Vellage)	Human Services			\$29.25				
-	PRINT MARKET	Human Services		\$24.38	\$29.25	115%			
- 1	- All Martickers	Human Services		\$24.38 \$24.38	\$29.25 \$29.25	115%			
	AND CORNER	Human Services		\$24.38	\$29.25	115%	approaching maximum		
	The state of the s	Human Services		\$24.38	\$29.25	119%	approaching maximum		
	To the Working	Human Services	\$19.50		\$29.25	119%			
	Charles Scatter 9	Human Services	\$19.50	\$24.38	\$29.25		approaching maximum		
	White	Human Services		\$24.38	\$29.25	115%			
	ceruit Ventur	Human Services Human Services		\$24.38	\$29.25	119%			
	C HI Markon	Human Services				119%	approaching maximum		
	octal 700kg. octal Voiker	Human Services		\$24.38 \$24.38	\$29.25	122%	at or above maximum		
_	to all Symbols	Human Services	\$19.50	\$24.38	\$20.25		at or above maximum at or above maximum		
	mini Striden	Human Services	\$19.50		\$29.25	12370	at or above maximum		
_	or call (Vorker	Human Services				123%	at or above maximum		
_	wind Worker	Human Services	\$19.50	\$24.38	\$29.25	123%	at or above maximum		- 6
-4	- all-Voltage	Human Services		\$24.38	\$29.25	123%	at or above maximum		. 6
-	B. C. B. S. Carleson	Human Services Human Services			\$29.25	128%	at or above maximum		- 6
	10/2790km	Human Services	\$19.50	\$24.38	\$29.25	128%	at or above maximum		6
_	er at Contact	Human Services	\$19.50 \$19.50	\$24.38	\$29.25	129%	at or above maximum		6
-	HARTAZI HKON HERTAZO IKON	Human Services		\$24.38 \$24.38	\$29.25	129%	at or above maximum		6
-	NEW ANDREA	Human Services	\$19.50	\$24.38		120%	at or above maximum		
-	CINE OLDBON	Human Services				120%	at or above maximum at or above maximum		
	cial Writani	Human Services	\$19.50	\$24.38	\$29.25	129%	at or above maximum		6
20	LB Worker	Human Services	\$19.50	524.38	\$29.25	129%	at or above maximum		- 6
	Ud Triakes	Human Services	\$19.50	24.38	\$29.25	129%	at or above maximum		- 6
	40 (200) at 100	Human Services Human Services	\$19.50	\$24.38	\$29.25	129%	at or above maximum		6
	na Market	Human Services Human Services	\$19.50	24.38	\$29.25	129%	at or above maximum		6
	nat Vinkor nat Sorker	Human Services	\$19.50 S	24.38	\$29.25	129%	at or above maximum		6
	CH CORE	Human Services	\$19.50		\$29.25 \$29.25	120%	at or above maximum		6
	OF TOWNS	Human Services	\$19.50	24.38	\$29.25	120%	at or above maximum at or above maximum		6
	6.B.Worker	Human Services	\$19.50 \$	24.38		129%	at or above maximum		6
	AND ALL MARKET	Human Services	\$19.50 \$	24.38		129%	at or above maximum		6
	140 (Scalker)	Human Services	\$19.50 \$	24.38	\$29.25	129%	at or above maximum		6
	On Problems	Human Services Human Services	\$19.50 \$		\$29.25	129%	at or above maximum		6
	Lit Nather	Human Services	\$19.50 \$		\$29.25	129%	at or above maximum		6
	All Control	Human Services	\$19.50 \$		\$29.25	129%	at or above maximum		6
	Hill Carlot	Human Services	\$19.50 \$		29.25	129%	at or above maximum		6
	H. S. Oker	Human Services	\$19.50 \$ \$19.50 \$	24.38	\$29.25	29%	at or above maximum		6
	of Mosor	Human Services	\$19.50 \$		29.25	200/	at or above maximum		6
	of Notices	Human Services	\$19.50 \$		29.25	20%	at or above maximum		6
Silver	AL TOMBOR	Human Services	\$19.50 \$		29.25	29%	at or above maximum		6
Subs	stance Abuse Counselor	Human Services	\$19.50 \$	24.38 \$	29.25	85%	and and a maximitim		6
bubs	stance Abuse Counselor	Human Services	\$19.50 \$	24.38 \$	29.25	89%			1
Subs	stance Abuse Counselor	Human Services	\$19.50 \$3	24.38 \$	29.25	89%			2
Subs	stance Abuse Counselor	Human Services	\$19.50 \$	24.38 \$	29.25	89%			2
bubs	stance Abuse Counselor	Human Services	\$19.50 \$			04%			3
Subs	stance Abuse Counselor	Human Services		24.38 \$	29.25 1	15%			5
Subs	stance Abuse Counselor	Human Services	\$19.50 \$2	24.38 \$	29.25 1	15%	was the same of th		5
Subs	tance Abuse Counselor tance Abuse Counselor	Human Services	\$19.50 \$2	24 38 6	29.25 1	200/	pproaching maximum of or above maximum		5
unto	ems Specialist	Human Services	\$19.50 \$2	24.38 \$	29.25 1	35%	at or above maximum		6
1421G		Human Resources			29.25 1	JU 10 10	Unuixelli avona in		6

		TO THE RESERVE OF THE STATE OF	THE PARTY OF	Mid	Max	Compa Ratio	Comment	Financial Adjustment	Quintil
e	Title	Dept	Min	Point	Wax	MEUL		NAME OF TAXABLE PARTY.	
BENCHMA	RK POSITIONS	Human Services				114%			5
Systems S	pecialist	Public Safety Communication	s \$19.50 S	\$24,38	\$29.25	97%		-	2
Telecommi	unications Operator III unications Operator III	Public Safety Communication	S \$19.00 4	\$24,38	\$29.25	97%			2
Telecommi	unications Operator III	Public Safety Communication	s \$19.50	\$24.38	\$29.25	97%			2
Telecommi	unications Operator III	Public Safety Communication	s \$19.50 s \$19.50	\$24.38	\$29.25	97%			2
Telecomm	unications Operator III	Public Safety Communication	s \$19.50	\$24.30	\$29.25	97%			2
Telecomm	unications Operator III	Public Safety Communication	\$19.50	\$24.38	\$29.25				4
Victim/Witr	ness Coordinator *	District Attorney	\$15.00	42.1(0.0	MEDITOR SER				-
-				***	607.01	106%			4
Airport One	erations Officer	Airport	\$18.14 \$18.14	\$22.67	\$27.21	109%			4
THE PARTY	of Miles	Sheriff	\$18.14	\$22.67	\$27.21	109%			4
to the bear	at the co	Sheriff	\$18 14	\$22.67	\$27.21	109%			4
time to be	and the state of t	Sheriff Sheriff	\$18.14	\$22.67	\$27.21	109%			4
	a file or	Sheriff	\$18.14	\$22.67	\$27.21	109%			4
	a the p	Sheriff	\$18.14	\$22.67	\$27.21				4
	4.0	Sheriff	\$18.14					+	3
	A CHARLES	Sheriff	\$18.14	\$22.67	\$27.21				3
		Sheriff	\$18.14	\$22.07	\$27.21	-			3
DEC 1910		Sheriff	\$18.14 \$18.14	\$22.07	\$27.21				3
11-0	KATTER OF THE STATE OF THE STAT	Sheriff	\$18.14	\$22.07	\$27.21	105%			3
- 100 100		Sheriff	\$18.14	\$22.67	\$27.21	105%			3
1111 11 11		Sheriff Sheriff	\$18.14	\$22.67	\$27.21	105%			3
		Sheriff	\$18.14	\$22.67	\$27.2	1 105%			3
11 ± 07 30000		Sheriff	\$18.14	\$22.67	\$27.2	1 105%			3
		Sheriff	\$18.14	\$22.67	\$27.2	1 105%			- 3
		Sheriff	\$18.14	\$22.6	\$27.2 \$27.2	1 105%			
	the Maria	Sheriff	\$18.14	\$22.6	\$27.2	1 105%			
10 TO CO. 3 HOW		Sheriff Shoriff	\$18.14	\$22.6	7 \$27.2	1 105%		7	
	san affect	Sheriff Sheriff	\$18.14	\$22.6	7 \$27.2	1 105%			
	sel villa et	Sheriff	\$18.14	\$22.6	7 \$27.2	1 105%			4
	Car Mark	Sheriff	\$18.14	\$22.6	7 \$27.2	1 105%			+
	and the side	Sheriff	\$18.14	\$22.6	7 \$27.2	1 105%			+
	at the t	Sheriff	\$18.14	\$22.6	7 \$27.2	1 105%			
	137 - 916	Sheriff	\$18.14	\$22.6	7 \$27.2 7 \$27.2	1 105%			
THE PHY	of Albert	Sheriff	\$18.14	\$22.6	7 \$27.2	1 105%			
	man at 11 to a	Sheriff	\$18.14	\$22.6	7 \$27.2	1 105%			
	maridian	Sheriff	\$18.14	\$22.6	7 \$27.2	21 105%			
(C)	in More	Sheriff Sheriff	\$18.14	\$22.6	7 \$27.2	21 105%			
	modern	Sheriff	\$18.14	1 \$22.6	7 \$27.2	21 105%			
	and Mirror	Sheriff	\$18.14	\$22.6	7 \$27.2	21 105%			
	ERLEGO:	Sheriff	\$18.14	\$22.8	7 \$27.2	21 105%			
	LH ((H))-0	Sheriff	\$18.14	\$22.6	7 \$27.	21 105% 21 105%			
0 0 10		Sheriff	\$18.14	\$22.0	\$7 \$27. \$7 \$27.	21 105%			
10(20) 24(0)	on the	Sheriff	\$18.14	\$22.6	57 \$27.	21 105%			
HO-11/2		Sheriff Sheriff	\$18.14	\$22.0	37 \$27.	21 105%			
I I December 1984	tion 100cm	Sheriff	\$18.14	\$22.0	37 \\$27.	21 105%			
11111	ear others	Sheriff	\$18.14	\$22.	B7 \$27.	21 1059	6		
	esat afficial	Sheriff	\$18.14	4 \$22.	67 \$27.	21 1059			-
	at 186 ct	Sheriff	\$18.14	4 \$22.	67 527.	21 1059	4		
	OKA OFFICE	Sheriff	\$18.1	4 \$22.	67 \$27. 67 \$27.	21 1059			
The most mar	ace affect	Sheriff	\$18.14	4 \$22	67 \$27	21 1059			
	ne in cattlement	Sheriff	\$18.1	4 \$22	67 \$27	21 105%			
	CONT. CHIEFET	Sheriff Sheriff	\$18.1	4 \$22.	67 \$27	.21 1059			
	acit i Micor	Sheriff	\$18.1	4 \$22.	67 \$27	.21 1059			
	70.0 (Mar 0)	Sheriff	\$18.1	4 \$22.	67 \$27	.21 105			
	ACCOMMON	Sheriff	\$18.1	4 \$22.	67 \$27	.21 105			-
	ALCO EMBOSOS	Sheriff	\$18.1	4 \$22	67 \$27	.21 105			_
	HER Others	Sheriff	\$18.1	4 522	67 \$27	21 105			
	and Other	Sheriff	\$18.1	4 \$22	.67 \$27 .67 \$27				
	ATTICA MANORE	Sheriff	\$18.1	4 \$22	.67 \$27	.21 105			
	INTERNATION OF THE PARTY OF THE	Sheriff Sheriff			.67 \$27				
	aca i masor	Sheriff Sheriff	\$18.1	4 \$22	.67 \$27	.21 105			
	and the e-	Sheriff	\$18.1	4 \$22	.67 \$27	7.21 105			
	WALLEADON	Sheriff	\$18.1	4 \$22	.67 \$27	7.21 105			
	and the re-	Sheriff	\$18.1	4 \$22	.67 \$27	7.21 105			-
	mai Official	Sheriff	\$18.1	14 \$22	67 \$27	7.21 105	And the Control of th		
4	and the same	Sheriff	\$18.1	14 \$22	67 \$27	7.21 105			
	ALLE MAN AND AND ADDRESS OF THE ADDR	Sheriff	\$18.	14 \$22	67 \$2	7.21 105			
	nut aftern	Sheriff	\$18.	14 522	67 \$2	7.21 105			-
-	icen "iffices	Sheriff	\$18.	14 522	2.67 \$2	7.21 105			
TOTAL DE	Maria Militaria	Sheriff	\$18.	14 \$22	2.67 \$2	7.21 108			
-	10G 10001	Sheriff	\$18.	14 1 044	Ψ2		321		

Title BENCHMARK POSITIONS	Dept		VIId oint	Max	Comp Ratio		Impact of Financial Adjustment	Ç
Correctional Officer Correctional Officer	Sheriff	\$18.14 \$2	2.67	\$27.21	105%			+
Correctional Officer	Sheriff				105%			+
Correctional Officer	Sheriff Sheriff				100%			
Correctional Official	Sheriff		2.67		100%			
Correctional Officer	Sheriff				100% 100%			1
Correctional Officer	Sheriff			\$27.21	95%			+
Correctional Officer	Sheriff			\$27.21	93%			+
Correctional Officer Correctional Officer	Sheriff			\$27.21	93%			+
Curro Jamas Officia	Sheriff			\$27.21	93%			+-
Cotto borral Citta or	Sheriff			\$27.21	93%			+
Correctional Official	Sheriff			\$27.21	93%			
Lotter borox Otheres	Sheriff Sheriff	\$18.14 \$22		\$27.21	93%			
Ottos Bonsil Officine	Sheriff			\$27.21	93%			
Correlational Official	Sheriff			\$27.21 \$27.21	93%			
Catter (Cate) Offices	Sheriff			\$27.21	91% 91%	 		1
concurrent Officer	Sheriff	\$18.14 \$22			91%			-
Carros Boscal Cittic es Carros Boscal Cittic es	Sheriff			\$27.21	91%			+-
Control tional Cillians	Sheriff	\$18.14 \$22		\$27.21	91%			+
core-tional offices	Sheriff	\$18.14 \$22	2.67	\$27.21	91%			+
Control beating Officers	Sheriff	\$18.14 \$22			91%			\vdash
Correspond Others	Sheriff Sheriff	\$18.14 \$22			91%			
Control tional Offices	Sheriff	\$18.14 \$22		\$27.21	88%			
Correctional Offices	Sheriff	\$18.14 \$22 \$18.14 \$22		\$27.21 \$27.21	88% 88%			
Correspond Officer	Sheriff	\$18.14 \$22			88%			-
2000 hongi Officia 2000 hongi Officia	Sheriff				88%			-
office field at Officer	Sheriff				84%			\vdash
orte-famai Officer	Sheriff				84%			\vdash
otter framas Ciffic ex	Sheriff	\$18.14 \$22	2.67	\$27.21	84%			\vdash
error ternal Officer	Sheriff	\$18.14 \$22			84%	1000		\vdash
official officer	Sheriff	\$18.14 \$22			84%			F
Arrectional Officer	Sheriff Sheriff	\$18.14 \$22			84%			
arror tishal Officer	Sheriff	\$18.14 \$22			84%			
- tro-figral Officer	Sheriff	\$18.14 \$22			84%			
amistional Officer	Sheriff	\$18.14 \$22 \$18.14 \$22			84%			
Offectional Officer	Sheriff	\$18.14 \$22			84% 84%			_
Arrichanal Officer	Sheriff	\$18.14 \$22		\$27.21	0470			_
nexadional Office	Sheriff			\$27.21	_			-
orrestonal Officer	Sheriff	\$18.14 \$22						-
ntrochemal Offices	Sheriff	\$18.14 \$22						
orrectional Official	Sheriff	\$18.14 \$22	.67	\$27.21				
orroctional Officer	Sheriff	\$18.14 \$22	.67	\$27.21				
orrectional Officer	Sheriff Sheriff	\$18.14 \$22	.67	\$27.21				
proctional Officer	Sheriff	\$18.14 \$22						
proctional Office	Sheriff	\$18.14 \$22		\$27.21	I D DO /			
orrectional Officer	Sheriff	\$18.14 \$22			05%			
orrectional Officer	Sheriff	\$18.14 \$22 \$18.14 \$22			05%			_
arrectional Officer	Sheriff	\$18.14 \$22			05% 05%			
ore, lional Officer	Sheriff	\$18.14 \$22			93%			
urt Ropanio	Circuit Courts	\$18.14 \$22.			90%			_
ata Telecommunications Specialist	Circuit Courts	\$18.14 \$22.	.67	\$27.21	82%			
S & Database Analyst	Technology Services	\$18.14 \$22.	.67	\$27.21 1		at or above maximum		
mar Resources Constalist	Planning	\$18.14 \$22.	.67	\$27.21				
in a Recourse Contralist	Human Resources	\$18.14 \$22.	.67	\$27.21 1	07%			
w Clerk	Human Resources	\$18.14 \$22.			09%			
w Clerk	Circuit Courts Circuit Courts	\$18.14 \$22.			92%			
interative Secure Mechanic (Public Works	\$18.14 \$22.	.67		91%			
enterior a Survey (Anchone)	Public Works	\$18.14 \$22.			00%			
unionance Sorace (Auchame)	Public Works	\$18.14 \$22. \$18.14 \$22.				at or above maximum		
er fromtiere Serveren Mochanie	Public Works	\$18.14 \$22.			97% 97%			
ontonione Servico Mechanic I	Public Works	\$18.14 \$22.			91%			
intohance Service Mechanic I intohance Service Mechanic (Public Works	\$18.14 \$22.			97%			-
internace Service Mecropia	Public Works	\$18.14 \$22.		\$27.21	. , 70			
intonioco Servica Mechanic	Public Works	\$18.14 \$22.			37%			-
ofernance Service Mechanic	Public Works	\$18.14 \$22.			7%			-
chanic	Public Works	\$18.14 \$22.0	67	\$27.21				_
CHARIC	Airport	\$18.14 \$22.0	67 \$	\$27.21 1	00%			
chanic	Airport	\$18.14 \$22.0	67 \$	27.21 1	00%			-
chanse	Airport	\$18.14 \$22.0			00%			
C E-gas tite	Airport Airport	\$18.14 \$22.6	67 \$	27.21 1	00%			
charuc		1 4 1 4 1 4 1 4 2 2 2 2 2	67 1 5	527 21 1	03%			
chanic Pariic		\$18.14 \$22.6	07 12	07.01				-
chariic Organic Charaic	Sheriff	\$18.14 \$22.6	67 \$	27.21 1	09%			
chanic Pariic		\$18.14 \$22.6 \$18.14 \$22.6 \$18.14 \$22.6	67 \$	27.21 1 27.21 1				

Job Title	Dept	Min Poir		Comp x Ratio	a Comment	Financial Adjustment	Quir
RESCHIMARE POSITIONS		\$18.14 \$22.6	67 \$27.	21 103%			3
Exercise	Public Works	\$18.14 \$22.6					
Membe	Public Works	\$18.14 \$22.0	67 \$27				- 3
Mary Cont.	Public Works	\$18.14 \$22.	67 \$27	21 1039			
A THE	Public Works	\$18.14 \$22.	67 \$27	.21 1039			1
Life of a firm	Public Works	\$18.14 \$22.			6		1 3
13-Claim	Public Works	\$18.14 \$22.	67 \$27				
Declarit	Public Works	\$18.14 \$22.	67 \$27	.21 1019	6		3
Life Takes	Sheriff	\$18.14 \$22.		.21			
(New Lange	Golf Course	\$18.14 \$22.	.67 \$27		below minimum	\$288	
Minney 2 or thing tests	Museum	\$18.14 \$22.	67 \$27	7.21			-
Menny Res Otto (n)	Museum Tankan lagu Sondens	\$18.14 \$22		7 21 122	% at or above maximum	11	
Network Support Specialist	Technology Services Technology Services	\$18 14 \$22	.67 \$27		% at or above maximum		-
Network Support Specialist	Technology Services	\$18 14 \$22	67 \$27	7.21			-
Network Support Specialist	Corporation Counsel	\$18.14 \$22	.67 \$2	7.21 829		-	-
C (CH 12)	Courts	\$18 14 \$22	.67 \$2	7.21 97			-
THE PROPERTY OF THE PROPERTY O	Courts	\$18.14 \$22	2.67 \$2	7.21 979	/6	+	-
LEWELL	Courts	\$18.14 \$22	2.67 \$2	7.21			\vdash
the second secon	Courts	\$18.14 \$22	2.67 \$2	7.21 97			
E 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Courts	\$18.14 \$22	2.67 \$2	7.21 97			_
ENGREEN -	Courts	\$18.14 \$22	2.67 \$2	7.21 97			+
1 11 11 11 11 11 11 11 11 11 11 11 11 1	Courts	\$18.14 \$22	2.67 \$2	7.21 97			1
1.00 (E)	Courts	\$18.14 \$22	2.67 \$2	7.21 97			1
constitute.	Courts	\$18.14 \$22	2.67 \$2	7.21 97			-
Park Services Specialist	NEW Zoo & Parks	\$18.14 \$22	2.67 \$2	7.21 91			-
Park Services Specialist	NEW Zoo & Parks	\$18.14 \$22	2.67 \$2	7.21 91			-
Park Services Specialist	Planning	\$18.14 \$2	2.67 \$2	27.21 11 27.21 82			
Employed Company of the State	Register of Deeds	\$18.14 \$2	2.07 \$2				
Couperfy of the party	Register of Deeds	\$18.14 \$2	2.67 \$2	27.21 11			
	Planning	\$18.14 \$2	2.67 \$	27.21 0	1%		_
k repetit a ton promise	Public Safety Communica	ions \$18.14 \$2	2.67	27.21 92	1%		
THE THE PART WHITE STREET	Public Safety Communica	ions \$18.14 \$2	2.67	27.21 0	7%		
Trans among their March 1944 days	Public Safety Communica	ions \$18.14 \$2 ions \$18.14 \$2	2.01	27.21 0	7%		
tions of an experience of the second second	Public Safety Communica	200	2.07 \$	27 21 0	7%		
Cana communicate we doportion if	Public Safety Communica	ions \$18.14 \$2	22.07 \$	27 21 9	7%		
Lisks manners should be propertied to	Public Safety Communica		22.07 \$	27.21 9	7%		
and monoton Product qualified	Public Safety Communica	Contract of the contract of th	22.67 3	27.21 9	7%		
International desir Operate I	Public Safety Communica		22 67 \$	27.21 9	7%		
Trees surrespondence people is	Public Safety Communica	tions \$18.14 \$2	22 67 \$	27.21 9	7%		
Lotes outbrooms the exception of the D	Public Safety Communica		22.67 9		7%		
Color of thirms to a transfer a transfer at the color of	Public Safety Communica		22.67 9		7%		
rates minimum afrans Operation ii	Public Safety Communica		22 67 9		7%		
John Schrödingshiller Operation	Public Safety Communica				7%		
concernment their operations	Public Safety Communica				7%		
Come internal alegan, specialists	Public Safety Communica				7%		
Committee of the Commit	Public Safety Communication	The state of the s			7%		
Laure amendeur versen Tpeatitie	Public Safety Communic	tions \$18.14 \$	22.67		37%		
Superiordication above a graduation	Public Safety Communic		22.67		37%		
тепополнителя описка Урисаная В	Public Safety Communic		22 67	\$27.21	97%		
таносинития инист Диссина	Public Safety Communic		22.67	\$27.21	37%		
Teses municipalities objected of the	Public Safety Communic	tions \$18 14 \$	22.67	\$27.21	97%		
Force common afficus expectator "	Public Safety Communic	tions \$18.14 \$	522.67	\$27.21	97%		
Geometrica of or Digitalia	Public Safety Communic Public Safety Communic		522.67	\$27.21	97%		
Tales summon admir sporter if	Public Safety Communic	ations \$18.14 \$	22.67	\$27.21	97%		
Prior of money deuts of station	Public Safety Communic	ations \$18.14 \$	522.67	\$27.21	97%		
concountains though t	Public Safety Communic	ations \$18.14 3	522.67	\$27.21	95%		_
Communication Annaly	Public Safety Communic	ations \$18.14 \$	\$22.67	\$27.21	95%		-
personal and the farther a	Public Safety Communic	ations \$18.14 5	522.67	\$27.21	95%		-
Friedmann of the Patricks II	Public Safety Communic	ations \$18.14 5	\$22.67	\$27.21	94%		-
time immittee afteres (decrets 6.	Public Safety Communic	ations \$18 14 5	\$22.67	\$27.21	94%		_
Traccongruence there's applicates	Public Safety Communic	ations \$18.14 S	\$22.67	\$27.21	94%	2.1.00	
Corporations advise a provider #	Public Safety Communic	ations \$18.14	\$22.67	\$27.21	77% below minimum	\$1,426	
Serio ommunicationis (peraletti	Public Safety Communic	ations \$18.14	\$22.67	\$27.21	93%		_
заносинованизация Оросмог II	Public Safety Communic	ations \$18.14	\$22.67	\$27.21	93%		
том совиотом стилом стрестов и	Public Safety Communic	ations \$18.14	\$22.67	\$27.21	93%		
sweet manager aperator is	Public Safety Communic	ations \$18.14	\$22.67	\$27.21	93%		
TARTEMENT HOUSE THERMORE	Public Safety Communi	ations \$18.14	\$22.67	\$27.21	93%		
Lette no romani. Nicosi OpeGNot V	Public Safety Communication	ations \$18.14	\$22.67	\$27.21	93%		
тик пенения изменения Сурование и	Public Safety Communic	ations \$18.14	\$22.67	\$27.21	92%		
Така- макадам писака фондов и	Public Safety Communic	ations \$18.14	\$22.67	\$27.21	92%		
Titles of micros shows Experience II	Public Safety Communi	ations \$18.14	\$22.67	\$27.21	92%		
La Salaminoria Meneral processor	Public Safety Communi	ations \$18.14	\$22.67	\$27.21	92%		_
тыс-актого мого протиот п	Public Safety Communi	ations \$18.14	\$22.67	\$27.21	92%		
Тенчалення жания Оресног і	Public Safety Communi	ations \$18.14	\$22.67	\$27.21	92%		
Fry annum dune Operators	Public Safety Communi	ations \$18.14	\$22.67	\$27.21	92%	2000	
Feren immunications (Sparafor II	Public Safety Communi		\$22.67	\$27.21	92%	-//	
fescy - summers attent. Operator	Public Salety Communi		\$22.67	\$27.21	93%		
-documentory quite binging	Public Safety Communi	\$18.14	\$22.67	\$27.21	91%		
Zookeeper	NEW Zoo & Parks	Ψ10.14	Waster D.	\$27.21	91%	Committee Commit	-



Job	Dept		Mid		Comp	TO SUPPLY STORY MICHAEL STORY	Impact of Financial	
BENCHMARK POSITIONS	Dept	Min	Point	Max	Ratio	Comment	Adjustment	Q
						,		-
Administration assistant II	Administration							+
Administrative Assistant II	Administration	\$16.87	\$21.08	\$25.30				
Administrative Assistant II	Board Office	\$16.87 \$16.87	\$21.08 \$21.08	\$25.30 \$25.30				
Administrative Assistant 0	Child Support	\$16.87						-
Administrative Assestant II Administrative Assestant II	Child Support	\$16.87		\$25.30	95%			+
Administrative Assistant II	Child Support	\$16.87	\$21.08	\$25,30				-
Administrative Assistant ii	Child Support Human Resources	\$16.87	\$21.08	\$25.30				T
Actionic transport Assection 1	County Clerk	\$16.87 \$16.87	\$21.08 \$21.08	\$25.30 \$25.30				
Administration Acceptant II A floorestration Acceptant is	County Clerk	\$16.87		\$25.30	98% 96%			-
Schuttushrathyr Associated II	Executive	\$16.87		\$25.30	90%			┾
Actinioestrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	96%			+
Astronomicative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	85%			
Administrative Assistant II	Human Services Human Services	\$16.87	\$21.08	\$25.30	86%			
Administrative Assistance	Human Services	\$16.87 \$16.87	\$21.08 \$21.08	\$25.30 \$25.30	115% 80%	below minimum	0115	1
Administrative Assistant II Administrative Assistant II	Human Services	\$16.87	\$21.08		89%	Delow Hitlimium	\$115	\vdash
Administrativo Arsastant II	Human Services	\$16.87	\$21.08		85%			+
Administration Associated	Human Services	\$16.87	\$21.08	\$25.30	90%			
Action with they. Acceptaint is	NEW Zoo & Parks Planning	\$16.87	\$21.08		80%			
Administrative Assistant 9	Sheriff	\$16.87 \$16.87	\$21.08 \$21.08		93%			-
Schorosteinos Assistantifi orbinio tennos Assistantifi	Sheriff	\$16.87	\$21.08	\$25.30	85%			-
Adomestratio Associated	Sheriff	\$16.87	\$21.08	\$25.30	82%			-
Commission by Assessment	Sheriff Sheriff	\$16.87			83%			
Administrative Aventing it	Sheriff		\$21.08	\$25.30	83%			
Edmonstrative Assertant II	Sheriff		\$21.08 \$21.08		83% 83%			
2 demonstrative (it system) (it	Sheriff		\$21.08		82%			-
Administrative Assistant	Sheriff		\$21.08		83%			-
Administrator Assistant a	Technology Services	\$16.87	\$21.08	\$25,30	98%			-
Contract University of Thornwest Associated	Veterans Office Human Services	\$16.87	\$21.08		96%			1
Confident Descriptional Three was recovered	Human Services	\$16.87	\$21.08		88%			
Letting Occupational Therapist Assessor	Human Services	\$16.87 \$16.87	\$21.08 \$21.08		88%			
Department Assistant Department Assistant	NEW Zoo & Parks	\$16.87		\$25.30	80%			_
Department Assistant	Public Works	\$16.87		\$25,30	84%			-
Department Assistant	Public Safety Communications		\$21.08		85%			
Department Assistant	Human Services Planning		\$21.08					
Department Assistant	Corporation Counsel		\$21.08 \$21.08		069/			
Department Assistant	Sheriff		\$21.08		96% 105%			_
Department Assistant Department Assistant	Health		\$21.08	\$25.30	108%			-
Emergency Management Specialist	Airport		\$21.08		121%	at or above maximum		-
Food Service Supervisor	Public Safety Communications Human Services		\$21.08		93%			
Suest Services Coordinative	NEW Zoo & Parks		\$21.08 \$21.08		115%			
electry Equipment epictato	Public Works		\$21.08	\$25.30	84% 108%			
(9 m) Equipment Operator (6 m) Equipment Operator	Public Works			\$25.30	108%			_
deavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			
tearry Equipmons Operator	Public Works Public Works	\$16.87						
many Equipment Aperitar	Public Works	\$16.87 \$16.87	\$21.08	\$25.30				
в ту Ефирания Оренния	Public Works	\$16.87	\$21.08	\$25.30	108% 108%			
Work Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			_
a very Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			_
16 at y E-pulpment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			_
to any Equipment Operator	Public Works Public Works	\$16.87	\$21.08	\$25.30	108%			-
toracy Equipment Operator	Public Works	\$16.87	\$21.08		108%			
to i.e. I quipment Operator	Public Works	\$16.87 \$16.87	\$21.08	\$25.30	108%			
951-3 Equipment Operator 651-3 Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			_
early = purposent Operator	Public Works	\$16.87	\$21.08	\$25,30	108%			_
454-y Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	110%			_
way Equipment Operator	Public Works Public Works	\$16.87	21.08	\$25.30	108%			
eavy Equipment Operator	Public Works	\$16.87 \$16.87	21.08	\$25.30	108%			
leavy Equipment Operator	Public Works	\$16.87	21.08	\$25.30	108%			
easy Equipment Operator easy Equipment Operator	Public Works	\$16.87			108%			-
easy Equipment Operator	Public Works	\$16.87			108%			
savy Equipment Operator	Public Works	\$16.87	21.08	\$25.30	108%			
only Equipment Operator	Public Works Public Works	\$16.87	21.08	\$25.30	108%			_
eavy Equipment Operator	Public Works Public Works	\$16.87			108%			
estry Equipment Operator	Public Works	\$16.87 S			108% 108%			
cary Equipment Operator (2007, Equipment Operator	Public Works	\$16.87	21.08	\$25.30	108%			
The state of the s	Public Works	916 07 6	21.00	25.00	108%			
Ticy Equipment Operator	Public Works	\$16.87 \$ \$16.87 \$	21.00	#20.3U I	10076			

	Job		Mid	Compa		Impact of Financial	
y	JOD Title	Dept	Min Point	Max Ratio	Comment	Adjustment	Chillian
ge	RENCHMARKEPOSITIONS		\$16.87 \$21.08 \$	25 30 108%			4
	with a transport uponts	Public Works	\$16.87 \$21.08 \$	25.30 108%			4
\neg	was a paparent special in	Public Works	\$16.87 \$21.08 \$	25.30 108%			4
	RODY TERRITORIES 対応に任い	Public Works	\$16.87 \$21.08 \$	25.30 108%			4
	though I proprietable quinties	Public Works Public Works	\$16.87 \$21.08 \$	25.30 108%			4
	Roday I shapane of Awitabil	Public Works	\$16.87 \$21.08 \$	25.30 108%			4
	through appropriate formula and the second and the	Public Works	\$16.87 \$21.08 \$	25.30 108%			4
_	Rosa Tabacan M. 2003b	Public Works	\$16.87 \$21.08 \$	25.30 108%			4
	constrainment (feetige)	Public Works	\$16.87 \$21.08 \$	25.30 108%		-	4
-	And any Copperation of Special Communication o	Public Works		25.30 108%			4
-	na est capagna el April de	Public Works		25.30 108% 25.30 108%			4
-	the over quipe and discount	Public Works		25.30 108% 25.30 108%			4
	many a magnitude of the trade	Public Works		25.30 108%			4
	en av i i magament dan off	Public Works	\$16.87 \$21.08 \$	25.30 108%			4
	steroris (todinos), dansa,	Public Works Public Works	516.87 \$21.08 \$	\$25.30 108%			4
	Artist Calabra and Artists	Public Works	\$16.87 \$21.08 \$	\$25.30 106%			4
_	in the factor of the right	Public Works	\$16.87 \$21.08 \$	\$25.30 108%		-	4
\dashv	or and quipment from a	Public Works	\$16.87 \$21.08	\$25.30 108%			4
	Arms Arthur Shum	Public Works	\$16.87 \$21.08	\$25.30 108%		-	4
-	the court spingman of open stra	Public Works	\$16.87 \$21.08 \$16.87 \$21.08	\$25.30 108% \$25.30 108%		1	4
	Charles Charles and Charles	Public Works	\$16.87 \$21.08 \$16.87 \$21.08	\$25.30 110%		1	4
	Charles of the Best and a Share atten-	Public Works	\$16.87 \$21.08	\$25.30 110%			1
	to a disposition of the contract of the contra	Public Works	\$16.87 \$21.08	\$25.30 110%			-
	theory Egopera of Specific	Public Works Public Works	\$16.87 \$21.08	\$25.30 108%			1
	the my Edinphical Hartific	Public Works Public Works	\$16.87 \$21.08	\$25.30 110%			
	to relativishment areago,	Public Works	\$16.87 \$21.08	\$25.30 113%			
-	KN 100 Famigional Operates File of the component of the	Public Works	\$16.87 \$21.08	\$25.30 108%			-
-	the real paparents for the	Public Works	\$16.87 \$21.08	\$25.30 108%			1
-	the transported grands	Public Works	\$16.87 \$21.08	\$25.30 108% \$25.30 106%			1
-	the registration of Chapter	Public Works	\$16.87 \$21.08 \$16.87 \$21.08	\$25.30 106%			
	a right payments of the state.	Public Works	\$16.87 \$21.08				1
	and S.C. graphical Capacitan	Public Works	\$16.87 \$21.08	\$25.30 106%			
	horney's grapement specific	Public Works Public Works	\$16.87 \$21.08	\$25.30 106%			-
	PACINET PRODUCED BOOK	Public Works	\$16.87 \$21.08	\$25.30 108%			
_	encay equipment Operate	Public Works	\$16.87 \$21.08	\$25.30 106%			
_	through papers of Spetimes	Airport	\$16.87 \$21.08	\$25.30 108%			-
-	the any I propose at Operator	Airport	\$16.87 \$21.08	\$25.30 105%			+ 3
-	consequent appropriate of Capitality	Airport	\$16.87 \$21.08	\$25.30 108% \$25.30 108%			
_	ener Enjoyment Operator	Airport	\$16.87 \$21.08 \$16.87 \$21.08	\$25.30 108%			
	concept pagarent golds	Airport	\$16.87 \$21.08	\$25.30 103%			
	Lab Technician	Human Services	\$16.87 \$21.08				
	Sichow gapan	Circuit Courts	\$16.87 \$21.08	\$25.30 79%	below minimum	\$383	
	regal roa stant	Circuit Courts Circuit Courts	\$16.87 \$21.08				
	E-day (65 to 11)	Clerk of Courts	\$16.87 \$21.08	\$25.30 103%	6		
_	Sign Action of	Clerk of Courts	\$16.87 \$21.08	\$25.30 103%			
-	The Company	Clerk of Courts	\$16.87 \$21.08	\$25.30 103%			-
-	repair descention	Clerk of Courts	\$16.87 \$21.08	\$25.30 103%			-
	Older Wellston	Clerk of Courts	\$16.87 \$21.08	\$25.30 1039 \$25.30 1039			+
	Diffus Chistains	Clerk of Courts	\$16.87 \$21.08	\$25.30 1039			+
	THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED IN COLUMN TW	Clerk of Courts	\$16.87 \$21.08 \$16.87 \$21.08				+
	ONE THE THEFT	Clerk of Courts Clerk of Courts	\$16.87 \$21.08				
	Teat Fish part	Clerk of Courts	\$16.87 \$21.08	\$25.30 94%			
	Figure Control	Clerk of Courts	\$16.87 \$21.08	\$25.30 919	o l		
-	TOTAL SALES	Clerk of Courts	\$16.87 \$21.08	\$25.30 919			
-	ENDOSME DEL	Clerk of Courts	\$16.87 \$21.08	\$25.30 919			
	DOUBLE-CONTROL	Clerk of Courts	\$16.87 \$21.08	\$25.30 919			
	Total Bureling	Clerk of Courts	\$16.87 \$21.08	\$25.30 919			-
	WHAT RESIDENT	Clerk of Courts	\$16.87 \$21.08	\$25.30 919 \$25.30 879			
	EGH NESCHARI	Clerk of Courts	\$16.87 \$21.08 \$16.87 \$21.08	\$25.30 919			-1-
	Figure 1981	District Attorney	\$16.87 \$21.08	\$25.30 919			-
	Pelat Appending	District Attorney	\$16.87 \$21.08	\$25.30 919			
	May yoursing	District Attorney District Attorney	\$16.87 \$21.08				
	regularization and the second second	District Attorney	\$16.87 \$21.08	\$25.30 919			
_	Migra Vogas, all	District Attorney	\$16.87 \$21.08	\$25.30 919			
_	4.44 - 4.64	District Attorney	\$16.87 \$21.08	\$25.30 919	Y ₀		
	a grane i sur	District Attorney	\$16.87 \$21.08	\$25.30 889			-
-	lights some	District Attorney	\$16.87 \$21.08	\$25.30 91		-	
-	COUNTY SECURIT	District Attorney	\$16.87 \$21.08	\$ \$25.30 879	The same of the sa		
-	WHITEMAN TO A TO AN AND AND AND AND AND AND AND AND AND	Human Services	\$16.87 \$21.08	\$25.30 869			_
	are out there is there	Human Services	\$16.87 \$21.08	\$ \$25.30 94			
	war book street out thousand	Human Services	\$16.87 \$21.08	\$ \$25.30 94	The state of the s		-
	1	Human Services	\$16.87 \$21.08	3 \$25.30 89° 3 \$25.30 94°		-	-
	annual Franks Note.						
	comment for their North Comment of the Comment of t	Human Services Human Services	\$16.87 \$21.08 \$16.87 \$21.08	3 \$25.30 94			_



Pay	Job Title			Mid	n (1 1 1)	Comp	a v	Impact of Financial	
	BENCHKIARK POSITIONS	Dept	Min	Point	Max	Ratio	Comment	Adjustment	Quintile
	Johnsed Practical Mose	Human Services	E40.07	001.00					
	consed Practical Norse	Human Services	\$16.87 \$16.87			94%			2
-	Crossed Practical thirse	Human Services	\$16.87			94%			2
	e custed Fractical Blansii	Human Services	\$16.87			86%			2
	K (Hish) Practical Nuisa K (Hish) Practical Nuisa	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	of crossed Fraction) Phurse	Human Services		\$21.08					
	scripped Pracheai Norse	Human Services Human Services		\$21.08		94%			2
I	scriped Eractical Nurse	Human Services	\$16.87 \$16.87			94%			2
	served Fractical Bluesia	Human Services		\$21.08		94%			1 2
	is covert Fractical Naisa (cortinal Fractical Naise	Human Services	\$16.87	\$21.08	\$25.30	86%			1
1	Network Support Clerk	Human Services		\$21.08		94%			2
1	letwork Support Clerk	Technology Services Technology Services		\$21.08		105%			3
- 1	Syroll Specialist	Human Resources	\$16.87	\$21.08		83%			1
	ayolf Specialist	Human Resources	\$16.87		\$25.30	90%			3
- F	Registered Heath Information Tech (RHIT)	Human Services	\$16.87	\$21.08		93%			2 2
	elecommunications Operator (elecommunications Operator (Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	electrimmerations (specified)	Public Safety Communications	\$16.87	\$21.08		83%			1
	ole-communications Operand 1	Public Safety Communications Public Safety Communications	\$16.87	\$21.08		83%			1
	efocomminications Operator (Public Safety Communications Public Safety Communications	\$16.87 \$16.87	\$21.08 \$21.08		83%			1
	recommunications aperators	Public Safety Communications	\$16.87	\$21.08		83%			1 1
	eleconimicacanons Operator i eleconimianicanons Operator i	Public Safety Communications	\$16.87	\$21.08		83%			1
	accommunicates Operator 1	Public Safety Communications		\$21.08		83%			1
									-
	thet Support Spacialist	Child Support	C1F CC	C40.04	622.52	4000			
	fulg. Support Specialist	Child Support		\$19.61 \$19.61	\$23.53 \$23.53	105%			4
	uld Copport Opocialist	Child Support		\$19.61		105%			4 4
	old Support Specialist	Child Support		\$19.61		105%			4
	Mr. Coppert Spicialist Mr. Soppert Spicialist	Child Support	\$15.69	\$19.61		105%			4
	us support Sportalis	Child Support		\$19.61		105%			4
C	aid Support Specialist	Child Support		\$19.61		105%			4
(3)	nid Support Specialist	Child Support Child Support		\$19.61		105%			4
CI	util Support Specialist	Child Support	\$15.69	\$19.61 \$19.61		105% 105%			4
	odii Support Specialici	Child Support	\$15.69			105%			4
	idt Capport Spacanist det Capport Specanist	Child Support	\$15.69	\$19.61		102%			3
	Wit Stupped Specialist	Child Support	\$15.69	\$19.61	\$23.53	104%			3
	not copport Specialist	Child Support	\$15.69		\$23.53	104%			3
	ald Support Sportalist	Child Support Child Support	\$15.69	\$19.61		40404			
	ild Support Specialist	Child Support		\$19.61 \$19.61	\$23.53	101% 102%			3
	nd Languart Specialist	Child Support		\$19.61	\$23.53	102%			3
	ild Support Specialis) ild Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	102%			3
	utitions Assistant	Child Support		\$19.61					
Op	eraticus Assistant	Administration Human Services		\$19.61	\$23.53	120%			5
	erations Assestant	Public Works		\$19.61			at or above maximum		6
100	or mony Assistant	Human Services		\$19.61 \$19.61		112%	at or above maximum		6
Vic	tim/Witness Program Assistant	District Attorney		\$19.61		89%			2
16	T-01/21/03								
int.	mont client	Human Services Human Services		\$18.24		97%			3
	Treath Disek	Human Services		\$18.24 \$18.24		97% 96%			3
	oad Cled	Human Services		\$18.24		96%			2
	OCHT CHEK OUR CHEK	Human Services		\$18.24		104%			3
	Unit Clork	Human Services	\$14.59	\$18.24	\$21.88	104%			3
	Office Clinic	Human Services	\$14.59			90%			2
	Burt Cles	Human Services Human Services	\$14.59			91%			2
	rigint Cliens	Human Services	\$14.59			100%			3
	must Clark	Human Services	\$14.59 \$14.59			100%			3
	ount Clen.	Human Services	\$14.59			103%			3
	unit Clier	Public Works	\$14.59			98%			3
	ould Chiek	Administration	\$14.59	\$18.24	\$21.88	113%			5
Acres	core Clark	Sheriff Human Services	\$14.59			106%			4
	Wild Clerk	Human Services	\$14.59 \$14.59		\$21.88	96%			2
	ount Clierk	Human Services	\$14.59		\$21.88	97% 97%			3
Acres	Lint Clory	Human Services	\$14.59		\$21.88	97%			3
Acre	Serie Dork	Human Services	\$14.59		\$21.88	108%			4
	and Client	Human Services	\$14.59			101%			3
	digit ford	Human Services	\$14.59	\$18.24	\$21.88	103%			3
Acre	ont Clerk		\$14.59			103%			3
	300 <u>300</u>		\$14.59			103%			3
100			\$14.59 \$14.59			103%			3
		1000	₩14.US	#10.24	φ∠ 1.00	103%			3

Pay Job Range Title	Dept	Impact of Financial Mid Compa Financial Min Point Max Ratio' Comment Adjustment Qu	ulntija
BENCHMARK POSITIONS	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	\$14.59 \$18.24 \$21.88 103%	2
A JAHR CHAR	Human Services		3 4
CO -mi Field	Port & Resource Recovery	\$14.59 \$18.24 \$21.88 105% \$14.59 \$18.24 \$21.88 106%	4
A company with	Sheriff Sheriff	\$14.59 \$18.24 \$21.88 103%	3
A William .	Treasurer	\$14.59 \$18.24 \$21.88 106%	4
Account 646	Clerk of Courts	\$14.59 \$18.24 \$21.88 109%	4
to account their	Clerk of Courts	\$14.59 \$18.24 \$21.88 109%	4
and a second state of the second seco	Public Works	\$14.59 \$18.24 \$21.88 110%	4
Account Clore	Administration	\$14.59 \$18.24 \$21.88 99%	3
Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104% \$14.59 \$18.24 \$21.88 104%	3
Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104%	3
Deputy Medical Examiner	Medical Examiner Medical Examiner	\$14.59 \$18.24 \$21.88 104%	3
Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104%	3
Deputy Medical Examiner Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104%	3
Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104%	3
Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104%	5
Vicinius copput queget	Human Services	\$14.59 \$18.24 \$21.88 117% approaching maximum \$14.59 \$18.24 \$21.88 90%	2
Lat continuously of plantages	Human Services	\$14.59 \$18.24 \$21.88 90% \$14.59 \$18.24 \$21.88 90%	2
Igramium Jappent Lanconia	Human Services	\$14.59 \$18.24 \$21.88 90% \$14.59 \$18.24 \$21.88 90%	2
Contraction (1993) or Anna Proper	Human Services Human Services	\$14.59 \$18.24 \$21.88 90%	2
Francisc Support (ps. Ob.)	Human Services	\$14.59 \$18.24 \$21.88 92%	2
Farmoute Compact Q.C. all's Historium Compact Specialist	Human Services	\$14.59 \$18.24 \$21.88 92%	2
lengman apport presided	Human Services	\$14.59 \$18.24 \$21.88 92%	2
Economic apport specialist	Human Services	\$14.59 \$18.24 \$21.88 99%	3
reconcern support approached	Human Services	\$14.59 \$18.24 \$21.88 99%	3
per moral import produt	Human Services	\$14.59 \$18.24 \$21.88 99%	3
Extraor report for roles	Human Services	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 99%	3
ин новы поручительной	Human Services	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 99%	3
Положение одного предвет	Human Services	\$14.59 \$18.24 \$21.88 99%	3
eroranne nobjest spesioli I	Human Services Human Services	\$14.59 \$18.24 \$21.88 99%	3
From the obligation of the state of the stat	Human Services	\$14.59 \$18.24 \$21.88 99%	3
Геограни оррент приходет Геограни перуост Трентовий	Human Services	\$14.59 \$18.24 \$21.88 99%	3
Common report que admi	Human Services	\$14.59 \$18.24 \$21.88 99%	3
Teconomic output operation	Human Services	\$14.59 \$18.24 \$21.88 99%	3
Communication opposition of the communication of th	Human Services	\$14.59 \$18.24 \$21.88 99%	3
Concerns Company Specialist	Human Services	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 99%	3
Procedure, Jugitary plantages	Human Services	\$14.59 \$18.24 \$21.88 99%	3
or training implied (190 train)	Human Services Human Services	\$14.59 \$18.24 \$21.88 99%	3
g-coone athor the case	Human Services	\$14.59 \$18.24 \$21.88 99%	3
es trans expect operate.	Human Services	\$14.59 \$18.24 \$21.88 99%	3
Communication of the control of the	Human Services	\$14.59 \$18.24 \$21.88 99%	3
El circum importrapicades	Human Services	\$14.59 \$18.24 \$21.88 100%	3
F DIGITIAL EXPOSITOR OPERATED	Human Services	\$14.59 \$18.24 \$21.88 100%	3
Епинони сыверно престием	Human Services	\$14.59 \$18.24 \$21.88 100%	3
F The end Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 100%	3
Епинание синуют просиня	Human Services	\$14.59 \$18.24 \$21.88 101% \$14.59 \$18.24 \$21.88 102%	3
Fromonic optout/product	Human Services	\$14.59 \$18.24 \$21.88 102% \$14.59 \$18.24 \$21.88 107%	3 4
Exemplia political observing	Human Services Human Services	\$14.59 \$18.24 \$21.88 110%	4
t - transcript out the programs	Human Services	\$14.59 \$18.24 \$21.88 110%	4
ET - HOUR - HOP-W-CIP CHICK	Human Services	\$14.59 \$18.24 \$21.88 110%	4
I committee position	Human Services	\$14.59 \$18.24 \$21.88 110%	4
remain What peacher	Human Services	\$14.59 \$18.24 \$21.88 110%	4
t on on opport persons	Human Services	\$14.59 \$18.24 \$21.88 110%	4
FITTH THE ENDONE PROPERTY OF THE PARTY OF TH	Human Services	\$14.59 \$18.24 \$21.88 110%	4
такиони преинтирована	Human Services	\$14.59 \$18.24 \$21.88 111% \$14.59 \$18.24 \$21.88 111%	4_
Таличине Сарранизурскийна	Human Services	\$14.59 \$18.24 \$21.88 111% \$14.59 \$18.24 \$21.88 111%	4
Licenson apport Spicolist	Human Services Human Services	\$14.59 \$18.24 \$21.88 111%	4
4 District Disposit Specialist	Human Services	\$14.59 \$18.24 \$21.88 111%	4
Experime Toppert Episonical Element appeal (perincal	Human Services	\$14.59 \$18.24 \$21.88 111%	4
Committee of payment of the second	Human Services	\$14.59 \$18.24 \$21.88 112%	4
I make appear property	Human Services	\$14.59 \$18.24 \$21.88 117% approaching maximum	5
g and an appear is called	Human Services	\$14.59 \$18.24 \$21.88 120%	5
From the compact percent	Human Services	\$14.59 \$18.24 \$21.88	
the same defined the come.	Human Services	\$14.59 \$18.24 \$21.88	
Parameter appoint per union	Human Services	\$14.59 \$18.24 \$21.88	
ASSESSMENT OF SAFETY ASSESSMENT	Airport	\$14.59 \$18.24 \$21.88	
Principal Control of the	Airport	\$14.59 \$18.24 \$21.88 116% appearation in a square \$14.59 \$18.24 \$21.88 99%	5 3
Mandemarce Intodos Assaulate	Museum	\$14.59 \$18.24 \$21.88 114%	5
Administrative Security Associate	NEW Zoo & Parks	\$14.59 \$18.24 \$21.88 114% \$14.59 \$18.24 \$21.88 114%	5
Maintenance services Asserciate	NEW Zoo & Parks	\$14.59 \$18.24 \$21.88 114%	5
Manuferance Terroce Associate	NEW Zoo & Parks NEW Zoo & Parks	\$14.59 \$18.24 \$21.88 112%	4
Даннованно Энгинго Ахмисай	NEW Zoo & Parks	\$14.59 \$18.24 \$21.88	
Annumary Converse Section 6	Port & Resource Recovery	\$14.59 \$18.24 \$21.88 98%	3
	, or a regulate reservery		

ange		Dept		Mid		Comp		Impact of Financial	
	DENCEMARK POSITIONS	Берг	Min	Point	Max	Ratio	o* Comment	Adjustment	Quinti
	Laurienance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	96%			
	Hantenari e Services Associate Dantenari e services Associate	Port & Resource Recovery	\$14.59						2
	Idan tenanti i Saran in Sassa ante	Port & Resource Recovery		\$18.24					1
	Manufestayor e Control (co. Assaultate)	Port & Resource Recovery		\$18.24					1
	Et anterpara e services decirculate	Port & Resource Recovery	\$14.59	\$18.24					2
	Ministrative advisor assumption	Port & Resource Recovery		\$18.24					1
	Landenium of within the Assessments	Public Works		\$18.24	\$21.88	100%	6		3
	Cardonario Common Associato	Public Works		\$18.24	\$21.88		6		3
	Elimitett, ib. i. i orton me Assami no	Public Works		\$18.24					3
	Additionate o Services associates	Public Works Public Works	\$14.59						3
	Limiterature Seturent Associate	Public Works	\$14.59	\$18.24					3
	Lumer in to per a na Associate	Public Works	\$14.59 \$14.59	\$18.24 \$18.24					3
	Charles (i) a 1 September 65 Associate Charles (iii) a 1 September 1019	Public Works		\$18.24					2
-	Limiterature Statement Associate	Public Works	\$14.59						2
	д интельне с честе и Астисане	Public Works	\$14.59						3
F	raud Investigator Aide	Public Works	\$14.59	\$18.24					-
F	raud Investigator Aide	Human Services	\$14.59	\$18.24					3
	Total Salar Filled	Human Services	\$14.59	\$18.24					4
									4
7	offendestratege (Systematic	Administrative	_						
	oliomestrativo Assastant	Administration Airport	\$13.57	\$16.96					4
-	disunstrative Assistants	Board Office	\$13.57	\$16.96	\$20.35				3
-	nominstration Assistant (Child Support	\$13.57		\$20.35				2
- 1	ditionistrative Assestant	Child Support	\$13.57 \$13.57	\$16.96 \$16.96	\$20.35				3
	dimonia, disc. Assistant.) dimonis li, disc. Assistant.)	Child Support	\$13.57	**************************************	\$20.35 \$20.35				2
-	(Boule-friding Association)	Child Support	\$13.57	\$16.96	\$20.35	99%			3
	dramach they see whith	Child Support	\$13.57		\$20.35	98%			3
-	durin trains Assistant	Child Support	\$13.57		\$20.35	79%	below minimum	\$400	3
â	Interestrative Assertant	Child Support	\$13.57		\$20.35	79%	below minimum	\$400 \$400	0
1	framediation oversalism	Child Support	\$13.57		\$20.35	75%	below minimum	\$1,666	0
i i	Boundation a sequent	Child Support	\$13.57	\$16.96	\$20.35	71%		\$3,280	0
15.	districtions: Assastant I	Circuit Courts	\$13.57		\$20.35	98%		00,200	3
Au	Mornistrato e Pesastani I	Clerk of Courts	\$13.57		\$20.35	103%			3
ely-	tromediance vesestant	Clerk of Courts Clerk of Courts	\$13.57		\$20.35	103%			3
24	honoustratore Assostant	Clerk of Courts			\$20.35	103%			3
	fonováronce Assistant	Clerk of Courts	\$13.57		\$20.35	103%			3
- 1	Immediative Assistant	Clerk of Courts	\$13.57 \$13.57		\$20.35	98%			3
	Hitos hattyr Assastant) Ulmattaton Assastant	Clerk of Courts	\$13.57		\$20.35 \$20.35	98%			3
	Minustration as august. Britishration - Assuchting	Clerk of Courts			\$20.35	98%			3
	Formstrator Assertant	Clerk of Courts	\$13.57		\$20.35	94%			3
	norm drames Associated	Clerk of Courts			\$20.35	92%			2
7011	ONOS ACADOS ASSESSABLE	Clerk of Courts	\$13.57		\$20.35	79%	muminim woled	\$195	2
17:11	timostrative assessant	Clerk of Courts	\$13.57	\$16.96	\$20.35	79%	below minimum	\$427	0
1011	CONSTRAINCE ASSOCIATED	County Clerk		\$16.96	\$20.35	103%		Ψιαι	3
	monearates - Accastant (District Attorney			\$20.35	98%			3
	numetration Assistant	District Attorney Health		\$16.96		79%	below minimum	\$427	0
(113)	more traffice. As contact:	Health		\$16.96		103%			3
100	monstration Assistants -	Health		\$16.96		103%			3
	иниверия Асцении	Health		\$16.96		103%			3
	tone transport Assistant orienteating for certainty	Health		\$16.96		99%			3
E.	The British of Assessment	Health	\$13.57 \$13.57		\$20.35	99%			3
- wh	rough the Assistant	Health	\$13.57			99%			3
Ain	manufathan Assachust	Health	\$13.57			98%			3
	But a Markey de austrian	Health			\$20.35	95%			3
	sussitiation Accordant	Health	\$13.57	\$16.96	\$20.35	88%			2
n-to	ton traffice desertant	Human Resources	\$13.57	\$16.96	20.35	117%	approaching maximum.		1
61111	HORSTERBOY Assertance	Human Resources	\$13.57	\$16.96	20.35	110%	THE ABILITY OF THE AB		5
Air pri	lengtration Assistant	Human Resources	\$13.57	\$16.96	20.35	106%			4
eigh	mistration Assistant (Human Services	\$13.57	\$16.96	20.35	102%			3
arde	mistration Assistant (Human Services	\$13.57	\$16.96	20.35	102%			3
mejn	most than Assistant	Human Services	\$13.57	-	20.35		below minimum	\$427	0
	CONTRACTOR CONTRACTOR OF THE PROPERTY OF	Human Services	\$13.57		20.35	101%			3
	THE STREET AND ASSOCIATION IN	Human Services Human Services	\$13.57		20.35	97%			2
	CONTRACTOR CONTRACTOR IN THE C	Human Services	\$13.57		20.35	98%			3
	MINISTER STREET	Human Services	\$13.57		20.35	98%			3
		luman Services	\$13.57 S		20.35	98%			3
		Human Services	\$13.57		20.35				
E Plan		luman Services	\$13.57		20.35	089/			
		luman Services	\$13.57	16.06	20.35	98%			3
		tuman Services	\$13.57 \$		20.35				_ 1
	Distration description	luman Services			20.35	87%			_1_
	to dealing appropriate	luman Services	\$13.57 \$		20.35	98%			3
SHOW IN	to the first Association	luman Services		16.96 \$			approaching maximum		3
		luman Services		16.96 \$. 10 70	The state of the s		5
		luman Services	10.01						

Paÿ Job			Mid		Compa		Impact of Financial	
Range Title	Dept	Min	Point	Max	Ratio*	Comment	Adjustment	Quintile
BENCHMARK POSITIONS	Human Services	\$13.57	\$16.96	\$20.35	98%			3
Administrative resistant (Human Services	\$13.57	\$16.96	\$20.35	5			
Automostration occupation	Human Services		\$16.96		100%			3
entransfinitive Assistant	Human Services	\$13.57 \$13.57	\$16.96	\$20.35	108%			4
sommetraline Acastana	Human Services Human Services	\$13.57		\$20.35	112%			4
Literatura de estado	Human Services	\$13.57	\$16.96	\$20.35				
fortime to the formation	Human Services	\$13.57	\$16.96 \$16.96					
samettida esatad	Human Services Human Services		\$16.96	\$20.35		below minimum	\$3,280	0
A parent de sissestant	Human Services		\$16.96	\$20.3				2
Ammuehahara (Asystan)	Human Services		\$16.96					3
Administration Projections	Human Services		\$16.96					3 2
Astronomicality Community	Human Services Human Services	\$13.57 \$13.57	\$16.96 \$16.96			присасния пасника		5
Opening Rear Assessment	Human Services	\$13.57	\$16.96	\$20.3	5 101%			3
performed above to technical	Human Services	\$13.57						3
Change in three Accordance	Human Services Human Services	\$13.57 \$13.57						4
Control documents	Human Services	\$13.57	\$16.96					4
Samuel no resistant	Human Services	\$13.57	\$16.96	\$20.3				4
Political for the Minute of the Addition	Human Services		\$16.96				ļ	4
50000stodes (ASSERT	Human Services	\$13.57 \$13.57						4 4
Samuelation Assessed	Human Services Human Services	\$13.57	\$16.96	\$20.3				3
Amountailise Associate	Human Services	\$13.57	\$16.96	\$20.3	5 100%			3
-contentration assistant	Human Services		\$16.96					3
administratives oscard and	Public Works		\$16.96 \$16.96				-	1 3
e-financial consistent	Medical Examiner Museum		\$16.96					3
indimentality overland	Planning		\$16.96					4
Integral, documents of the state of the stat	Planning		\$16.96					
national devices extent	Port & Resource Recovery	\$13.57	\$16.96					3
odmontoho v middl	Register of Deeds Register of Deeds		\$16.96					3
community than 12 agests?	Register of Deeds	\$13.57	\$16.96	\$20.3				3
palmony Radio 42 sectors	Register of Deeds		\$16.96					2
patrian Matter of All III	Register of Deeds		\$16.96 \$16.96					5
Antonios testros deservicios,	Register of Deeds Register of Deeds		\$16.96					4
Artemostrator o colonia	Sheriff		\$16.96	\$20.3	35 98%			3
Administrator (VSE) 102	Sheriff	\$13.57						3
Administration Associated	Sheriff	\$13.57	\$16.96					4
Samontaive Acadam	Sheriff Sheriff	\$13.57						3
ZOWOWER AND	Technology Services	\$13.57	\$16.96	\$20.3	35 103%	0		3
o microstration (Cresidant)	Technology Services		\$16.96					11
communities exactant	Treasurer Office UW Extension		\$16.96 \$16.96				+	5 4
paradole for the shall	UW Extension		\$16.96					3
shworld along years to be	UW Extension	\$13.57	\$16.90	\$ \$20.3	35 103%			3
s townstrate a seed and	UW Extension		\$16.96					2
Manufathy a Carl	UW Extension Veterans Office		\$16.96		35 1009			3
Administratory 10 2 55 4	Veterans Office	\$13.57	\$16.9	\$ \$20.	35 101%	6		3
emmana estar es imperi por vecil	Human Services	\$13.57	\$16.9	\$ \$20.	35 1029	6		3
Firston because opport provided	Human Services	\$13.57	\$16.9	\$20.	35 35 104%	6	-	
ennon accurs appeal product	Human Services Human Services	\$13.57	\$16.9	6 \$20.	35 1047	6		3 3
CHARLOS FORWARD TAPARAT OPERA MINI	Human Services	\$13.57	\$16.9	6 \$20.	35 1049	6		3
ениото посмень паррот проставил	Human Services	\$13.57	\$16.9	6 \$20.	35 1049	[/] o		3
COURT PRINTERS AND COLUMN TO SERVICE AND COL	Human Services	\$13.57	\$16.9	6 \$20.	35 1079	4	+	-
Nontre no Vistor	Human Services Human Services	\$13.57	\$16.9	6 \$20	35			4
affect and cytoffort	Human Services	\$13.57	\$16.9	6 \$20.	35 1129	6		4
Table of Control	Human Services	\$13.57	\$10.9	6 \$20.	35 1129	6		4
109 (CIHC) V 103 T	Human Services	\$13.57	\$16.9	6 \$20.	35 1129	6		4
Voult Care voulte	Human Services Human Services	\$13.57	\$16.9	6 \$20	35 112°	% approaching maximum	4	5
William Wilde	Human Services	\$13.57	\$16.9	6 \$20.	35 1189	6 approaching maximum		5
Alb Up EWHOLD	Human Services	\$13.57	\$16.9	6 \$20.	35 1189	% approaching maximum		5
Strike City Wilder	Human Services	\$13.57	\$16.9	6 \$20.	35 1189	% approaching maximum		5
TOTAL CAN VALUE	Human Services Human Services	\$13.57	\$16.9	6 \$20.	35 1189	% арргопсына такіныт	 	5
Yould Constitution	Human Services	\$13.57	\$16.9	6 \$20.	35 11189	% approaching maximum		5
Volte Line Worker	Human Services	\$13.57	\$16.9	6 \$20.	35 1189	% approaching maximilin		5
Avail Life Vertor	Human Services	\$13.57	\$16.9	6 \$20.	35 1079	%		4
Finished are kerolica	Human Services	\$13.57	\$16.9	6 \$20.	35 107	%	-	4
Confloration Sendon	Human Services				35 107°		1	4 4
Com Casa Mensor	Human Services	1913.57	1 4 10.9	0 1 020.	00 1 107	701	- ^	4
							20	

Pay ange	Job 2 Title	A THE THIRD STATE OF		Mid		Comp	a	Impact of Financial	
Luis).	BENCHMARK POSITIONS	Dept	Min	Point	Max	Ratio		Adjustment	Quinti
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	107%			
_	Youth Care Worker	Human Services		\$16.96		107%			4
-	Youth Care Worker Shifts Care Worker	Human Services		\$16.96		107%			4
_	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	107%			4
	Couth Care Worker	Human Services			\$20,35	107%			4
	Youth Care Worker	Human Services Human Services	\$13.57			107%			4
	Yorith Care Worker	Human Services		\$16.96		107%			4
	Trouth Care Worker	Human Services		\$16.96 \$16.96		107%			4
18	Open		\$12.62	\$15.77	\$18.93				-
19	Coffile (Dinese) Assistant Coffiled Niesing Assistant	Human Services	\$11.73	\$14.67	\$17.60				-
	Cetthed Norsing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	ortified Norsing Assistant	Human Services			\$17.60				5
	certified Norsing Assistant	Human Services			\$17.60		approaching maximum		5
	Lethfron Nursing Assistant	Human Services Human Services		\$14.67		112%			4
	Sortificid Norming Assustant	Human Services		\$14.67	\$17.60	1210/	at or above maximum		
_	offitted Norsing Assistant	Human Services		\$14.67		112%	acor above maximum		6
	Contined Narrang Assistant	Human Services	\$11.73			112%			4
-	Settlied Naturing Assistant Settlind Naturing Assistant	Human Services		\$14.67		112%			4
	Certified Norsing Assistant	Human Services		\$14.67			at or above maximum		6
	Coddind Mirring Assistant	Human Services	\$11.73						
	ordical Norsing Assistant	Human Services Human Services		\$14.67		121%	at or above maximum		6
	Certified Noticing Askedings	Human Services		\$14.67		121%	at or above maximum		6
	enthen Gusung Assistant	Human Services	\$11.73	\$14.67			approaching maximum at or above maximum		5
	Sertified Norsang Assastant	Human Services	\$11.73	\$14.67	\$17.60		at or above maximum		6
	cribes Norsing Assistant cribed Nursing Assistant	Human Services	\$11.73				at or above maximum		6
	orthor Nursing Assistant	Human Services	\$11.73				at or above maximum		6
	Indition Ninearing Assistant	Human Services	\$11.73				at or above maximum		6
	edilized Narrang Assessment	Human Services	\$11.73				at or above maximum		6
	orbifold Nursing Assistant	Human Services Human Services	\$11.73				at or above maximum		6
	entitled Norsing Assistant	Human Services	\$11.73				at or above maximum		6
_	sention Nursing Assistant	Human Services	\$11.73 \$11.73			121%	at or above maximum at or above maximum		6
	ANTHONY PARAMETAS SPACING	Human Services	\$11.73				at or above maximum		6
-6	STREET STREETS STREET	Human Services	\$11.73				at or above maximum		6
\dashv	enther Norsing Assistant enthert Norsing Assistant	Human Services	\$11.73				at or above maximum		6
	ANTHOR Physician Acceptant	Human Services	\$11.73	\$14.67	\$17.60		at or above maximum		6
	ortdoot blors not Arms built	Human Services	\$11.73			119%	approaching maximum		5
	orbited Norsing Assistant	Human Services Human Services	\$11.73				at or above maximum		6
	ASSISTANT OF THE PROPERTY OF T	Human Services	\$11.73				at or above maximum		6
	ATTIMENT PARTY ASSISTANT	Human Services	\$11.73 \$11.73				at or above maximum		6
-	A THIRD AND SHIP ASSISTANT	luman Services	\$11.73				at or above maximum at or above maximum		6
+	TO WHAT LAND STOCKED IN	Human Services	\$11.73				at or above maximum		6
	entitied blursing Assistant entitied blursing Assistant	luman Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		6 5
-	Arthfred Minister Associate	luman Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
1		luman Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	offition Signature Assessment	luman Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	orthica Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	orthod Nireang Assastant	luman Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	orthod Norsing Assistant	luman Services	\$11.73	\$14.67	\$17.60		at or above maximum		6
	emoure braining australia	luman Services	\$11.73				at or above maximum		6
-	control Neurong Assistant	luman Services	\$11.73 \$11.73	\$14.67	\$17.00		approaching maximum		5
1	COMMUNITATION ASSESSMENT	luman Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum at or above maximum		6
- 3	emilied Nursing Assistant	luman Services	\$11.73	\$14.67			at or above maximum		6
		luman Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	edified him piece the clintons	luman Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
-	- Contraction	luman Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6

	Job Title		1 8 H	Mid	000	Compa		Impact of Financial	(學)
_	Title	Dept make the		Point	Max	Ratio*	Comment	Adjustment	Qui
ш	REDCHMARK POSITIONS	Control of the Contro							
-	Centifest Philosop Assistant	Human Services	\$11.73 \$	14.67	\$17.60		at or above maximum		
-	context factoring registrat	Human Services	\$11.73 \$	14.67	\$17.60	121%	at or above maximum		
	eighbed Norway Assistant	Human Services	\$11.73 \$	14.67	\$17.60	112%			
	configuration Associate	Human Services	\$11.73 \$	14.67	\$17.60	121%	at or above maximum		
	Combe Discount expected	Human Services	\$11.73 \$	14.67	\$17.60	119%	approaching maximum		
-	Combell Dataing Assistant	Human Services	\$11.73 \$	14.67	\$17.60		EAN		
-	Fortileat Novarry Assessmit	Human Services	\$11.73 \$	14.67	\$17.60				
-	Lembor November Assessment	Human Services	\$11.73 \$	14.67	\$17.60				
-	Combot No. and wassful	Human Services	\$11.73	14.67	\$17.60				
-	Others Norman Assistant	Human Services	\$11.73 \$	14.67	\$17.60	121%	at or above maximum		
-	others for my desistant	Human Services	\$11.73	14.67	\$17.60	121%	at or above maximum		
-	Petro e fore a programme	Human Services	\$11.73	14.67	\$17.60		at or above maximum		
4	Control Spirit Amendant	Human Services	\$11.73	14.67	\$17.60	121%	at or above maximum		
-	Landford from any strengthma	Human Services	\$11.73 \$	14.67	\$17.60	121%	at or above maximum		
-	emberther on Associate	Human Services	\$11.73	14.67	\$17.60	121%	at or above maximum		
-	annier Senson processed	Human Services	511.73 9	14.67	\$17.60	112%			
-	contribut the major contains	Human Services	\$11.73 8	14.67	\$17.60	112%			
1	Combinat Non-year respectation	Human Services	\$11.73 9	\$14.67	\$17.60	119%	approaching masundm		
j	Familie it Parasony in shortaitit	Human Services	\$11.73	614.67	\$17.60	112%			
	Combell the socy Assaultin	Human Services	\$11.73 9	\$14.67	\$17.60				
-	edition the said or sedant	Human Services	\$11.73 \$						
1	seminal transpig exersiont	Human Services	\$11.73						
1	Genue Characy Assistant	Human Services	\$11.73 \$	\$14.67	\$17.60	119%			
1	Carmin of fact and sensition	Human Services	\$11.73	\$14.67	\$17.60	112%			
1	composition was a sasting	Human Services	\$11.73	\$14.67	\$17.60	112%			
i	Leather Chern Ingranoustons	Human Services	\$11.73						
1	contact Constitutive and for	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		
1	emised browning insustant	Human Services	\$11.73						
1	controllare and results of	Human Services	\$11,73	\$14.67	\$17.60				
1	Cook	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		
	Cook	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		
	Cook	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		
-	Cook	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		
	Cook	Human Services	\$11.73	\$14.67	\$17.60	120%			
	Cook	Human Services	\$11.73	\$14.67	\$17.60				
	Administrative Clerk	Veterans Office	\$11.73	\$14.67	\$17.60	105%	1		1
	Administrative Clerk	District Attorney	\$11.73	\$14.67	\$17.60				
	Administrative Clerk	District Attorney	\$11.73	\$14.67	\$17.60	92%			
İ	TOTAL TOTAL CONTROL OF THE PARTY OF THE PART								
1		T							
i	CHOTHER FOR CO. PURSORING	Airport	\$10.91	\$13.64	\$16.37		at or above maximum		
1	Pendago com com Associato	Airport			\$16.37		at or above maximum		
1	Planting State of Control and	Airport	\$10.91	\$13.64	\$16.37	1449	at or above maximum		
1	Compilating Transaction (Assessment)	Airport	\$10.91	\$13.64	\$16.37	89%			
H	Chicken Construction and Construction	Airport		\$13.64	\$16.37	89%			
1	COMMUNICATION OF TAXABLE PARTY.	NEW Zoo & Parks			\$16.37		6		
1	Countries and a Angel Other	Public Works			\$16.37		at or above maximum		1
1	Complete Control of Co	Public Works			\$16.37		at or above maximum		
1	Historia de la Companio	Public Works			\$16.37	1229	at or above maximum		
i	California and Caragos	Public Works	\$10.91	\$13.64	\$16.37	1229	at or above maximum		
Ĭ	FURE BUYET PRODUCE OF STREET	Public Works	\$10.91	\$13.64	\$16.3		at or above maximum		
1	CellElling Seaton Visited Street	Public Works					at or above maximum		
	CONTRACT CONTROL SUSPINISMO	Public Works					at or above maximum		
	California Securico Associate	Public Works	\$10.91	\$13.64	\$16.3	7 1229	at or above maximum		
-	California Taresta and Arcsinia Me	Public Works	\$10.91	\$13.64	\$16.3	7 1229	at or above maximum		
		Public Works	\$10.91	\$13.64	\$16.3	7 1229	at or above maximum		
	evallenting factorizes abborelistes	Public Works	\$10.91	\$13.64	\$16.3	7 1209	at or above maximum	4	
	eralding Lawrence Associates Prainting same reconstruction		\$10.91	\$13.64	\$16.3	7 1029	6		
the same of the latest and the same of the		Public Works		***	\$16.3	7 1029	6		
The state of the s	etilengsweite Authorite	Public Works Public Works	\$10.91				6		
The second secon	California (1999) and California (1999) California (1999) And California (1999)		\$10.91 \$10.91	\$13.64	\$16.3				
Annaham and an also a second s	California (1990) (1990) (1990) California (1990) (1990) California (1990) (1990) (1990) California (1990) (1990) (1990)	Public Works	\$10.91 \$10.91	\$13.64	\$16.3		6		
The state of the s	California (1900) (1900) (1900) (1900) Landring (1900) (1900) (1900) California (1900) (1900) (1900)	Public Works Public Works Public Works	\$10.91 \$10.91 \$10.91	\$13.64 \$13.64	\$16.3 \$16.3	7 1029			
and the state of t	California (1997) (1997) (1997) (1997) California (1997) (1997) (1997) (1997) California (1997) (1997) (1997) (1997) California (1997) (1997) (1997) California (1997) (1997) (1997) California (1997) (1997) (1997)	Public Works Public Works Public Works Public Works	\$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64	\$16.3 \$16.3 \$16.3	7 1029 7 1029	6		
	California (1990) (1990) (1990) (1990) (1990) California (1990) (1990) (1990) (1990) (1990) California (1990) (199	Public Works Public Works Public Works Public Works Public Works Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64	\$16.3 \$16.3 \$16.3 \$16.3	7 1029 7 1029 7 90%	6		
The state of the first of the f	Continue of the continue of th	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.3 \$16.3 \$16.3 \$16.3 \$16.3	7 1029 7 1029 7 909 7 839	6		
	Calchardy are the Associated candidated associated asso	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3	7 1029 7 1029 7 909 7 839 7 839	/6 5 5		
	Calcinated and the control of the co	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3	7 1029 7 1029 7 909 7 839 7 839 7 839	/6 		
	California (1997) (1997) (1997) (1997) California (1997) (1997) (1997) (1997) California (1997) (1997) (1997) (1997) (1997) California (1997) (1997) (1997) (1997) (1997) California (1997) (1997) (1997) (1997) (1997) (1997) California (1997) (1997	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3	7 1029 7 1029 7 909 7 839 7 839 7 839 7 839	6		
	California (1990) (1990) (1990) (1990) 1990) California (1990) (Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3	7 1029 7 1029 7 90% 7 83% 7 83% 7 83% 7 83% 7 83%			
	Cancing and the Association of the Continuous of	Public Works NEW Zoo & Parks	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3	7 1029 7 1029 7 90% 7 83% 7 83% 7 83% 7 83% 7 83% 7 83%			
1	California (1990) (1990) (1990) (1990) 1990) California (1990) (Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3 \$16.3	7 1029 7 1029 7 90% 7 83% 7 83% 7 83% 7 83% 7 83% 7 83% 7 83%			



BROWN COUNTY 2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Pa Ran				Mid		Comp	a	Impact of Financial	
N. C.	ge Title BENCHMARK POSITIONS	Dept	Min	Point	Max	Ratio	Comment	Adjustment	Quinti
21	OPEN		\$10.15	\$12.69	\$15.22	-			
			4.53	1	4.0.00				-
22		Human Carl	-						
	Food Service Associate	Human Services Human Services	\$9.44		\$14.16	95%			2
-	Fried Service Associate	Human Services	\$9.44		\$14.16	114%			5
-	Ford Service Associate	Human Services	\$9.44		\$14.16		at or above maximum		5 6
	Food Service Associate Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16		at or above maximum		6
	FOOd Survivo Associate	Human Services	\$9.44			151%	at or above maximum		6
	From September Associate	Human Services Human Services	\$9.44		\$14.16	96%			2
_	Front Service, Associatio	Human Services		\$11.80	\$14.16	140%	at or above maximum		6
	Fig. Service Associate Fig. Service Associate	Human Services		\$11.80					
	Fort perver Associati	Human Services		\$11.80					
	Frod Cintonn Associate	Human Services Human Services	\$9.44		\$14.16				2
_	First Borner Associate	Human Services	\$9.44	\$11.80	\$14.16	115% 95%			5
_	Foot Service Associate	Human Services	\$9.44		\$14.16	95%			2
	Bailiff	Human Services	\$9.44	\$11.80	\$14.16		at or above maximum		6
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts Circuit Courts	\$9.44	\$11.80	\$14.16		below minimum	\$20	0
_	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79% 79%	below minimum below minimum	\$20	0
	Bailiff Bailiff	Circuit Courts	\$9.44			79%	below minimum	\$20 \$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts		\$11.80			below minimum	\$20	0
	Bailiff	Circuit Courts Circuit Courts		\$11.80			below minimum	\$20	0
_	Bailiff	Circuit Courts		\$11.80 \$11.80			below minimum	\$20	0
-	Bailiff Bailiff	Circuit Courts			\$14.16	79% 79%	below minimum below minimum	\$20	0
	Bailiff	Circuit Courts		\$11.80		79%	below minimum	\$20 \$20	0
	Bailiff	Circuit Courts		\$11.80		79%	below minimum	\$20	0
	Bailiff	Circuit Courts Circuit Courts		\$11.80		79%	below minimum	\$20	0
	Bailiff	Circuit Courts		\$11.80		79%	below minimum	\$20	0
_	Bailiff	Circuit Courts		\$11.80			below minimum below minimum	\$20 \$20	0
			43.33	011,00	10.1.1.1.1.1	12170	DASION MINITION	120	Ú
23	Husbandry Assistant	MENU 7. 6 B							
	Husbandry Assistant	NEW Zoo & Parks NEW Zoo & Parks		\$10.97			below minimum	\$1,102	0
	i iusualiuly Assistant	NEW Zoo & Parks		\$10.97 \$10.97			below minimum below minimum	\$938	0
-		NEW Zoo & Parks		\$10.97			below minimum	\$938 \$938	0
						1000	DOISH FIRMINGH	\$930	0
24	Guest Services Associate	MENA/ Z 0 D							
	Guest Services Associate	NEW Zoo & Parks NEW Zoo & Parks		\$10.20			below minimum	\$84	0
-	Guest Services Associate	NEW Zoo & Parks		\$10.20 \$10.20		100%			3
-	Guest Services Associate	NEW Zoo & Parks		\$10.20		100% 97%			3
	Guest Services Associate	NEW Zoo & Parks		\$10.20		97%			2
	Guest Services Associate	NEW Zoo & Parks		\$10.20		97%			2
	Guest Services Associate	NEW Zoo & Parks NEW Zoo & Parks		\$10.20		97%			2
_ 1	Guest Services Associate	NEW Zoo & Parks		\$10.20 \$10.20		89%			1
	Guest Services Associate	NEW Zoo & Parks		\$10.20		77%	below minimum	\$0.4	
-1	Suest Services Associate	NEW Zoo & Parks		\$10.20			below minimum	\$84 \$84	0
10	Guest Services Associate	EW Zoo & Parks	\$8.16	\$10.20	\$12.25	77%	below minimum	\$84	0
(Guest Services Associate	NEW Zoo & Parks		\$10.20		77%	below minimum	\$84	0
10	Guest Services Associate	IEW Zoo & Parks IEW Zoo & Parks		\$10.20			below minimum	\$84	0
- 10	ouest Services Associate	IEW Zoo & Parks		\$10.20 \$10.20			below minimum below minimum	\$84	0
- 0	Suest Services Associate	IEW Zoo & Parks	\$8.16	\$10.20	\$12.25		below minimum	\$84 \$84	0
0	troot Courters &	IEW Zoo & Parks	\$8.16	\$10.20	\$12.25		below minimum	\$292	0
10	Guest Services Associate	EW Zoo & Parks	\$8.16	\$10.20	\$12.25		below minimum	\$292	0
G	iuest Services Associate	EW Zoo & Parks EW Zoo & Parks	\$8.16	\$10.20	\$12.25	746			
G	uest Services Associate	EW Zoo & Parks	\$8.16	\$10.20 \$10.20	\$12.25		below minimum below minimum	\$292	0
G		EW Zoo & Parks		\$10.20			below minimum	\$292	0
G	uest Services Associate	EW Zoo & Parks	\$8.16	\$10.20	\$12.25		below minimum	\$292 \$292	0
	N	EW Zoo & Parks	\$8.16	\$10.20			below minimum	\$292	0
							THE SHALL DESIGNATE		

CR AVERAGE 102% Estimated Impact of Bringing Employees
To Minimum of Range Assuming All
Employees Work 2080
hours* \$20,463

BROWN COUNTY

IMPACT OF MERIT INCREASE DECISIONS WORKSHEET (2.13.2015)

Example

TARGET DATE FOR CONSIDERATION AND IMPLEMENTATION 2016

Cell Contribution Payout = P x C x G

P = Proportion in performance rating category*

C = Proportion in position-in-range category as a result of the comparative ratio analysis**

- - Gudeline percem increase in cell

Performance Matrix Calculation Model

	TOWNS CONTROL OF	Position	•m•Kange (Quintiles)***	
	Ist	2nd	3rd	4th	5th
	(80-88%)	(89-96%)	(97-104%)	(105-113%)	(114-120%+)
	0.15	0.21	0.29	0.19	0.16
0.05	1.50	1.00	3.50	3.00	2.00
	0.033	0.043	0.051	0.028	0.016
0.15	4 (10)	3.50	3.00	2.50	2.00
	0.088	0.112	0.130	0.070	0.049
0.70	3.50	3.00	2.50	2,00	1.50
	0.357	0.450	0.506	0.263	0,172
0.05	0.00	0.00	0.00	0.00	0.00
	0.000	0.000	0.000	0.000	0.000
0.05	0.00	9.00_	0.00	0.00	0.00
	0.000	0.000	0.000	0.000	0.000
	0.05 0.15 0.70 0.05 0.05	0.05	St 2nd (80-88%) (89-96%) (89-96%)	Isl 2nd 3rd (80-88%) (89-96%) (97-104%)	(80-88%) (89-96%) (97-104%) (105-113%) 0.15 0.21 0.29 0.19 0.05 4.50 4.00 3.50 3.00 0.45 4.06 3.50 3.00 2.50 0.70 3.50 3.00 2.50 2.00 0.70 3.50 3.00 2.50 2.00 0.70 3.50 3.00 2.50 2.00 0.357 0.450 0.506 0.263 0.05 0.00 0.00 0.00 0.00 0.05 5.00 0.00 0.000 0.000 0.05 0.00 0.000 0.000 0.000 0.05 0.00 0.00 0.000 0.000 0.05 0.00 0.00 0.000 0.000

1.00 Blue = P Red = C अवन्तर ।

Black = cell payout (P x C x G)

Total percentage impact to payroll:

Cell totals: 0.478 0.605 0.687 0.361 0.237 2.367

The performance rating distributions are reflective of a typical distribution that will need to be adjusted to reflect the County's actual distributions each year

"The position-in-range distributions reflect the current distributions as of the date of this report. These distributions were determined by using the tompa-ratio analysis worksheet. This analysis will need to be adjusted each year to reflect position-in-range placement as pay changes occur

The County will need to adjust the numbers each year to align with compensation goals and budgetary considerations

PLEASE NOTE: The figures outlined in the table above are not a recommendation, but rather an illustration as to how the worksheet can be used.

February 2015

Prepared by Wipfli LLP

21



BROWN COUNTY BOARD OF SUPERVISORS COURT HOUSE GREEN BAY, WISCONSIN

Meeting Date: april 15, 25,15 STANDING
Agenda No.: Commencation Comments

Motion from the Floor

I make the following motion: I am regulating that

Human Resource Dept provide each standing
committee statestical important which the

Count employee turnover rate is by department
and the corresponding reasons for turnosser

Signed:

District No.:

(Please deliver to the County Clerk after the motion is made for recording into 3 the minutes.)

BUDGET ADJUSTMENT REQUEST

15-28

Categ	ory				Approval Level
□ 1	Re	allocation from one ac	count to another in the same level	of appropriation	Dept Head
□ 2		 Reallocation to and 	echnical correction that could incl ther account strictly for tracking of ted prior year grant not complete	or accounting purposes	Director of Admin
□ 3			within the Outlay account which manother level of appropriation	does not require the	County Exec
□ 4		y change in appropria e. resolution, ordinand	ation from an official action taken e change, etc.)	by the County Board	County Exec
□ 5	a)		10% of the originally appropriate on (based on lesser of originally a		Admin Committee
□ 5	b)	Reallocation of more of the levels of appre	e than 10% of the funds original appriation.	ppropriated between any	Oversight Comm 2/3 County Board
□ 6	Re	allocation between tw	o or more departments, regardle	ess of amount	Oversight Comm 2/3 County Board
⊠ 7	An	y increase in expens	es with an offsetting increase in re	evenue	Oversight Comm 2/3 County Board
8 🗌	An	y allocation from a de	partment's fund balance		Oversight Comm 2/3 County Board
□ 9	An	y allocation from the	County's General Fund		Oversight Comm Admin Committee 2/3 County Board
		on for Budget Char			1.1
Extensi donatio neighbo commu once-a-	on E on of orho nity wee	East Metro Region. UV land owned by Encom od which is a diverse k bonds, while also incre k open community gare	ommunity Garden program has been / Extension has an opportunity to expass Early Education and Care Inc. ow income area on Green Bay's east asing area health. It will further emplen nights, and educational offerings o encourage healthy lifelong habits.	pand its land base for Commun This property is located in the Is side. The community garden we power participants through ments. The program also plans to hole	ity Gardens due to a mperial Lane rill strengthen corship opportunities,
Incr		e Decrease	Account #	Account Title	Amount
0	X X X		100.083.001.5100	Regular Earnings	4,650
0	Ż		100.083.001.5300	Supplies	1,710
0	\boxtimes		100.083.001.4301	Federal Grant Revenue	/// 6,360
			AUTHORIZATIO	vs / _ /	A GON INN
		Old Krus	277	In XX	MK (100)
	-	Signature of Department F	ead	Signality of DOA	Executive
Depart	mer	nt: UW Extension		Date: A/11	115
	Dat	e: 4/13/2015			

BUDGET ADJUSTMENT REQUEST

Categ	огу			Approval Level	
□ 1	Reallocation from o	one account to another in the s	same level of appropriation	Dept Head	
□ 2	 Reallocation 	to a technical correction that to another account strictly for budgeted prior year grant no	r tracking or accounting purp		
□ 3		y item within the Outlay accords from another level of appr		he County Exec	
4		propriation from an official ac dinance change, etc.)	tion taken by the County Bo	ard County Exec	
□ 5		f <u>up to 10%</u> of the originally appriation (based on lesser of			
□ 5		f <u>more than 10%</u> of the funds f appropriation.	s original appropriated between	Oversight Comm 2/3 County Board	
□ 6	Reallocation betw	een two or more department	s, regardless of amount	Oversight Comm 2/3 County Board	
⊠ 7	Any increase in ex	rpenses with an offsetting inc	crease in revenue	Oversight Comm 2/3 County Board	
8 🗌	Any allocation from	n a department's fund baland	ce	Oversight Comm 2/3 County Board	
9	Any allocation from	m the County's General Fund	I	Oversight Comm Admin Committee 2/3 County Board	
UW Ex East Mo centers agricult	etro Region for Agric on agricultural litera ural careers, gain ag	ty's Agriculture program has be culture Literacy and Workforce cy with an emphasis on workfo	Development: Exploring Care ree development. A student if create resource tools including	g a career resource booklet, road	
Increa	se Decrease	Account #	Account Tit	le Amount	
\boxtimes		100.083.001.5100	Regular Earnings	5,000	
		100.083.001.5340	Travel	350	
\boxtimes		100.083.001.5601.400	Intra-County Copy Cent	·	
\boxtimes		100.083.001.5700	Contracted Services	300	
X		100.083.001.4301	Federal Grant Revenue	7,350	114
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	Signative of Depar		- 40 0	A La Lie	
•	ment: UW Extensi	on "	Date:	1/1/10	
	Date: 4/13/2015				

Ladies and Gentlemen:

FOR U.W. EXTENSION WORKFORCE DEVELOPMENT AGRICULTURE STUDENT INTERN

WHEREAS, the U.W. Extension office has received funds from an East Metro U.W. Extension Resources Regional Management Grant for implementation of agriculture literacy and workforce development; and

WHEREAS, the object of this grant is to create workforce development educational resources about agricultural careers by gaining practical experiences on farms and with various agricultural companies and use this knowledge to create resources like booklets, videos and a website to educate others about types of agricultural jobs available in Brown County; and

WHEREAS, the U.W. Extension office has requested the addition of 0.18 FTE Workforce Development Agriculture Student Intern to fulfill the requirements of this grant as well as aiding a student in completing their educational requirements; and

WHEREAS, current staff cannot absorb these duties and the grant could not be fulfilled without the addition of a student intern; and

WHEREAS, Human Resources in conjunction with the U.W. Extension office recommend the addition of 0.18 FTE Workforce Development Agriculture Student Intern to the U.W. Extension table of organization; and

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors, the addition of 0.18 FTE Workforce Development Agriculture Student Intern to the U.W. Extension table of organization; and

BE IT FURTHER RESOLVED, should the funding end, or not cover the full cost of 0.18 FTE Workforce Development Agriculture Student Intern, the position will end and be eliminated from the U.W. Extension table of organization.

Budget Impact:

U.W. Extension

Partial Year Budget Impact (07/01/15 – 12/31/15)	FTE	Addition/ Deletion	Salary	Fringe	Total
Workforce Development					
Agriculture Student Intern	0.18	Addition	\$2,314	\$ 182	\$2,496
Partial Year Budget Impact			\$2,314	\$ 182	\$2,496

Annualized Budget Impact	FTE	Addition/ Deletion	Salary	Fringe	Total
Workforce Development					
Agriculture Student Intern	0.18	Addition	\$4,628	\$ 364	\$4,992
Annualized Budget Impact	· · · · · · · · · · · · · · · · · · ·		\$4,628	\$ 364	\$4,992

Fiscal Note: This resolution does not require an appropriation from the General Fund. The funding source is a Resources Regional Management Grant from East Metro U.W. Extension.

Respectfully submitted,
PLANNING, DEVELOPMENT &
TRANSPORTATION COMMITTEE
EXECUTIVE COMMITTEE

Approved By:
TROY STRECKENBACH
COUNTY EXECUTIVE
Date Signed:
Authored by Human Resources Approved as to form by Corporation Counsel

BOARD OF SUPERVISORS ROLL CALL #	=
Motion made by Supervisor	
Seconded by Supervisor	

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1				
DE WANE	2				
NICHOLSON	3				
HOYER	4				
GRUSZYNSKI	5				
HAEFS	6				
ERICKSON	7				
ZIMA	8				
EVANS	9				
KAYE	10				
BUCKLEY	11				
LANDWEHR	12				
DANTINNE, JR	13				

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
LA VIOLETTE	14				
KATERS	15				
KASTER	16				
VAN DYCK	17				
JAMIR	18				
ROBINSON	19				
CLANCY	20				
CAMPBELL.	21				
MOYNIHAN, JR.	22				
BLOM	23				
SCHADEWALD	24				
LUND	25				
FEWELL	26				

Total Votes Cast			
Motion:	Adopted	Defeated	Tabled

BROWN COUNTY POSITION DESCRIPTION

POSITION DESCRIPTION: WORKFORCE DEVELOPMENT AGRICULTURE STUDENT

INTERN

REPORTS TO: UW-EXTENSION AGRICULTURE EDUCATOR

DEPARTMENT: UW-EXTENSION

JOB SUMMARY:

Create workforce development educational resources about agricultural careers by gaining practical experiences on farms and with various agricultural companies. Build resources to educate others about types of agricultural jobs available in Brown County, experience and educational requirements needed to qualify for these jobs, and roadmaps describing recommendations for obtaining desired careers.

ESSENTIAL DUTIES:

Gain practical experiences on farms and with various agricultural companies or "shadow" days.

Complete questionnaires and interviews to develop educational resources.

Develop educational resources including: agricultural careers booklet, website resources, and video resources.

Help plan and facilitate workshops, meetings, and other educational outreach opportunities.

Assist with evaluating and completing a summary about the program.

NON-ESSENTIAL DUTIES:

Performs related functions as assigned.

MATERIALS AND EQUIPMENT:

General office equipment Computer / Software Digital Camera

MINIMUM QUALIFICATIONS REQUIRED:

Education and Experience:

High School Diploma; Currently pursuing an Associates or undergraduate degree in agriculture, biology, communications, natural resources or a related subject area; or any equivalent combination of education, training and experience which provides the necessary knowledge, skills and abilities.

Licenses and Certifications:

Valid Wisconsin Driver's License

Knowledge, Skills, and Abilities:

Excellent communications skills, ability to communicate effectively both orally and in writing.

Interest in learning more about agricultural careers

Knowledge of and ability to utilize a computer and the required software.

Ability to plan, promote, implement, evaluate, and report educational programs.

Ability to understand and work effectively with a wide variety of clientele.

Ability to work well as a member of a team.

Ability to maintain a high level of organization and leadership.

Ability to establish and maintain effective working relationships with staff and the public.

Ability to make individual arrangements for transportation adequate to meet position responsibilities and essential job functions.

Ability to work the required hours of the position.

Administrative Accountability:

The Workforce Development Agriculture Student Intern will be accountable to the UW-Extension Brown County Agriculture Educator for programmatic leadership and the Brown County UW-Extension Department Head for administrative issues.

PHYSICAL DEMANDS:

Lifting 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Intermittent standing, walking, and sitting; occasional driving.

Using hand(s)/feet for repetitive single grasping, fine manipulation, pushing and pulling, and operating controls.

Occasional bending, twisting, squatting, climbing, reaching, and grappling.

Communicating orally in a clear manner.

Distinguishing sounds at various frequencies and volumes.

Distinguishing people or objects at varied distances under a variety of light conditions.

Withstanding temperature changes in the work environment.

This position description should not be interpreted as all-inclusive. It is intended to identify the major responsibilities and requirements of this job. The incumbents may be requested to perform job-related responsibilities and tasks other than those stated in this description.

Revised: 04/03/15





East-Metro Regional Director

UW-Green Bay Campus Cofrin Library 750J 2420 Nicolet Drive Green Bay, WI 54311-7001 920-465-2147 920-465-5074 (fax) 711 for Wisconsin Relay

March 23, 2015

Dear Liz:

Congratulations! The Resource Management Team supports your proposal titled: "Agriculture Literacy and Workforce Development: Exploring Careers in Agriculture" in the amount of \$8,000.

If your plans change and you are unable to use the funds in the manner that you outlined, please contact karen.smiley@ces.uwex.edu as soon as possible.

Please note that the planning team had the following questions/comments about your report:

- How you are planning to recruit: Job Fairs, etc?
- The translation service cost seems low. Please explain whether this is the going rate in Brown County or you are getting additional funding from others (Dean's Office, etc.)

You can email this information to Karen Smiley.

The projector screen, camcorder and video editing software need to be purchased through the state (we cannot do a lump sum payment to the county for these items). We need to follow state guidelines for these purchases. Please note that these items remain the property of the state. They can be kept in the county office, but when they are no longer in use, they must be returned to the regional office for disposal. Since the only other purchase is the speakers, we can purchase everything through the state. Please work with Karen Smiley to purchase the grant items.

By submitting paperwork to request these funds, you are agreeing to:

- 1. Submit a written report that highlights the impact of the program initiative to the regional office (to be posted on the Resource Management website), OR a poster session during the 2016 spring regional meeting. You are encouraged to include photos and/or video.
- 2. Include a report in a Planning & Results success story.
- 3. Promote the success of your project through local media. Please send us copies of any news releases and advise us of any marketing efforts on the project.

Best wishes in your programming efforts.

Sincerely.

T. Gerald Correthers

East-Metro Regional Director

University of Wisconsin, U, S, Department of Agriculture and Wisconsin counties cooperating. UW-Extension provides equal opportunities in employment and programming including Title IX and ADA.



East-Metro Region Resource Management Team:
Eloisa Gomez, Milwaukee County Director; Vijai Pandian, Brown County Hort; Cindy Muhar,
Milwaukee County Family Living, Denise Retzleff, Fond du Lac County 4-H Youth; Catherine
Neiswender, Winnebago County CNRED; Renee Vertin, Washington County WNEP



East-Metro Region Innovative Grant Program Budget

ITEM	UNITS	RATE		COST	
Student intern 40 hours/wk x 12 weeks	1	. Stipend		\$	5,000.00
Mileage for intern	1			\$	350.00
Printing					
Handouts	500	\$0.07/page		\$	35.00
Career resource booklets (spiral bound)) \$10/each		\$	1,500.00
Small poster		\$1/poster		\$	25.00
Large poster		. Poster		\$	140.00
For presenting at poster sessions (i.e. East-	Metro all-co	lleague, JCEP, etc.)			
Translation services					
				ė	150.00
Spanish translation/interpretation	1			\$ \$	150.00
Hmong translation/interpretation	_			Ş	150.00
Program supplies					
Portable projector screen	1	L	\$200	\$	200.00
			4		
Camcorder	1		\$350	\$	350.00
Video editing software	1	L	\$100	\$	100.00
TOTAL				\$	8,000.00

In-kind support

Local agribusinesses for tours/information about agricultural careers

Shared resources and audiences with entities such as Department of Workforce Development, high schools, technical colleges, East-metro colleagues

UW-Extension agents time, resources, and expertise

Mileage (Binversie) 250 miles x \$0.46/mile		\$ 115.00
Printing		
Career resource booklets (spiral bound)	50 \$10/each	\$ 500.00





East-Metro Region Innovative Grant Program Calendar Year 2015 Application Form

Project Title: Agricultural Literacy and Workforce Development: Exploring Careers in

Agriculture

Funding Requested: \$8,000.00

Project Lead/Grant Applicant (Name & County): Liz Binversie, Brown Co. Agriculture
i) Project Collaborator(s) (if applicable): Vijai Pandian, Brown Co. Horticulture

Situation Statement

Each year, society becomes less connected with agriculture. Many do not realize there is a vast array of agricultural careers. There are many misconceptions about agricultural careers including: 1) the only careers available are for farmers and veterinarians, 2) all agriculture jobs are low paying, and 3) an individual has to grow up on a farm to be able to work in agriculture. Lastly, many counties face the issue of "Brain Drain", which is when an individual completes their education in one place but then moves away for a job. By providing agricultural career education, we will change the negative perception surrounding agricultural careers and encourage more residents to live, work, and play in the same community. Agricultural literacy is particularly important because with only 2% of the nation working on farms, there are not enough people with farming backgrounds to fill the increasing number of vacant positions as the Baby Boomer generation begins to retire. This project centers on agricultural literacy with an emphasis on workforce development. Therefore, we will hire a student intern to explore agricultural careers, gain agricultural career experience, and create resource tools including a career resource booklet, road maps to help individuals along the path to their desired career, and a website to post resources and videos.

Program Criteria:

Describe how this relates to the Cooperative Extension Purpose, Vision and Values: Negative misconceptions about agriculture can make individuals feel isolated and excluded from being a part of agriculture. This project will foster inclusiveness to those who may not have traditional farming backgrounds through increased educational awareness of job opportunities and careers in agriculture. We will support the thriving agricultural industry that will in turn contribute economic activity at the local, regional, and state-wide level. Finally, it is our goal that these educational efforts will result in more individuals applying for and accepting positions in agriculture, in an effort to keep up with the increasing number of career vacancies for agricultural careers.

Fosters teamwork and collaboration with other agencies, campuses, or colleagues: We will work with groups including: Department of Workforce development, 4-H educators, schools, technical colleges, 4-year institutions, and graduate schools. We will collaborate with fellow extension agents who specialize in various areas—i.e. crops, soils, horticulture, and livestock—to get the best recommendations for careers and industries to explore.

8

Incorporates the use of other funders and/or in-kind support: This agent will provide in-kind support of mileage and printing. Local businesses will provide in-kind support by donating their time and resources. See budget for more details.

Includes a new program direction that may be replicated: This project will create a resource tool that includes a career resource booklet with career and mentor information, "road maps" to help individuals along the path to their desired career, and a user-friendly web resource tool including videos. This information could be used or adapted by other counties or regions. Also, the structure of the internship experience will be documented and available for other agents/educators to use as a model.

Focuses on reaching new audiences: Typically in agriculture, many are from farming backgrounds. For those without farming backgrounds, agricultural opportunities can be limited or non-existent. Therefore, this project aims to reach individuals, especially those without agricultural backgrounds. By working with the Department of Workforce Development, we will also be able to reach displaced workers and other underserved populations. Career resource booklets will be translated for Spanish and Hmong speakers.

Exposes potential employees to UWEX: We will explore careers within UW-Extension and expose others to the work we do. In addition, these individuals may share that information with others, thus creating a multiplier effect.

Project Objectives/Expected Outcomes: Our objectives are to 1) expose new audiences to agricultural careers, 2) create agricultural career resource tools, and 3) encourage more residents to live, work, and play locally. This project may generate cost savings to the community because as the agricultural industry prospers, so does the community by result of the increased economic activity, taxes paid by agriculture, and so on. We expect to change the perception people have about agricultural careers and encourage more to apply for those jobs.

Estimated number of participants/clients impacted inside and outside East-Metro Region: We intend to reach several hundred people directly through meetings, workshops, etc. Indirectly, it would be many more because we plan to create a web resource, post videos on YouTube, and share information with agents/educators across the 72 counties who in turn would share information with others. The numbers could potentially be in the thousands.

Project Timeline (include your planned activities)

During Summer 2015 – Fall 2015, the intern will visit agricultural and horticulture companies and farms, conduct interviews/acquire information about various agricultural and horticulture careers, and compile list of career mentors. We will create career resource booklet, videos, poster, web resources, and so on. We will host agricultural career workshops and participate at various job fairs, as well as reach out to career centers in the community, schools and colleges. We will present information proactively and on an as-requested basis and compile and review survey results. Finally, we will complete the grant report and submit to East Metro regional office

Evaluation Plan: Pre and post survey and one-on-one interviews will be conducted. Evaluation will include the following: increase in knowledge, changes in perception about agricultural careers, and ask if individuals are actively pursuing work in agriculture

Detailed budget breakdown: Funds will be paid in a lump-sum to the county. See attached budget.

HUMAN RESOURCES DEPARTMENT

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600



WARREN KRAFT

PHONE (920) 448-4071 FAX (920) 448-6277 WEB: www.co.brown.wi.us

HUMAN RESOURCES DIRECTOR

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE:	04/6/15
REQUEST TO:	Planning, Development & Transportation Committee
MEETING DATE:	04/27/15
REQUEST FROM:	Warren Kraft Human Resources Director
REQUEST TYPE:	☑ New resolution☐ Revision to resolution☐ New ordinance☐ Revision to ordinance
	Regarding Change in Table of Organization for U.W. Extension (Workforce nt Agriculture Student Intern)
Management Grant fo	ffice has received funds from an East Metro U.W. Extension Resources Regional r implementation of agriculture literacy and workforce development.
table of organization.	TE WORKOTOG Bevelopment Agriculture olddent intern to the 0.44. Extension
FISCAL IMPACT: NOTE: This fiscal impact	portion is initially completed by requestor, but verified by the DOA and updated if necessary.
1. Is there a fiscal in	
a. If yes, what is	the amount of the impact? \$2,496 Partial Year / \$4,992 Annualized
b. If part of a big	gger project, what is the total amount of the project?
c. Is it currently	budgeted? Yes No
1. If yes, in	which account?
2. If no, ho	w will the impact be funded? <u>Grant funded</u>

☒ COPY OF RESOLUTION OR ORDINANCE IS ATTACHED

Ladies and Gentlemen:

RESOLUTION REGARDING CHANGE IN TABLE OF ORGANIZATION FOR U.W. EXTENSION COMMUNITY GARDEN COORDINATOR

WHEREAS, the demands on the U.W. Extension community garden program have increased as the number of new gardens to manage grows while continuing to maintain the existing gardens; and

WHEREAS, community garden program duties are currently being performed by Americorp Vista, however, Americorp's funding for this position will end in June, 2015; and

WHEREAS, to keep the growing program intact, the U.W. Extension office has submitted a request to add a 0.80 FTE Community Garden Coordinator position to manage the community garden effort and provide assistance to participants; and

WHEREAS, the cost of this position will be offset by the following: \$25,000 from the City of Green Bay; \$4,000 from the U.W. Extension East Metro Resource Management Grant; and \$14,000 in salary savings; and

WHEREAS, without the Community Garden Coordinator position, the program will need to be downsized or eliminated; and

WHEREAS, Human Resources in conjunction with the U.W. Extension office recommend the addition of 0.80 FTE Community Garden Coordinator position to the U.W. Extension table of organization.

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors, the addition of 0.80 FTE Community Garden Coordinator to the U.W. Extension table of organization; and

BE IT FURTHER RESOLVED, should the funding end, the position will end and be eliminated from the U.W. Extension table of organization.

Budget Impact:

U.W. Extension

Partial Year Budget Impact (05/01/15 – 12/31/15)	FTE	Addition/ Deletion	Salary	Fringe	Total
Community Garden Coordinator					
@ \$14.00/hour	0.80	Addition	\$14,560	\$10,783	\$25,343
Partial Year Budget Impact			\$14,560	\$10,783	\$25,343

Annualized Budget Impact	FTE	Addition/ Deletion	Salary	Fringe	Total
Community Garden Coordinator					
@ \$14.00/hour	0.80	Addition	\$21,840	\$16,174	\$38,014
Annualized Budget Impact			\$21,840	\$16,174	\$38,014

Fiscal Note: This resolution does not require an appropriation from the General Fund. The funding source for this position will be \$25,000 from the City of Green Bay, \$4,000 from the U.W. Extension East Metro Resource Management Grant, and \$14,000 in salary savings.

Respectfully submitted,
PLANNING, DEVELOPMENT &
TRANSPORTATION COMMITTEE
EXECUTIVE COMMITTEE

Approved By:
TROY STRECKENBACH
COUNTY EXECUTIVE
Date Signed:
Authored by Human Resources Approved as to form by Corporation Counsel

BOARD OF SUPERVISORS ROLL CALL #	
Motion made by Supervisor	
Seconded by Supervisor	

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1				
DE WANE	2				
NICHOLSON	3				
HOYER	4				
GRUSZYNSKI	5				
HAEFS	6				
ERICKSON	7				
ZIMA	8				
EVANS	9				
KAYE	10				
BUCKLEY	11				
LANDWEHR	12				
DANTINNE, JR	13				

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
LA VIOLETTE	14				
KATERS	15				
KASTER	16				
VAN DYCK	17				
JAMIR	18				
ROBINSON	19				
CLANCY	20				
CAMPBELL.	21				
MOYNIHAN, JR.	22				
BLOM	23				
SCHADEWALD	24				
LUND	25				
FEWELL	26				

Total Votes Cast			
Motion:	Adopted	Defeated	Tabled

BROWN COUNTY CLASS SPECIFICATION

POSITION TITLE: COMMUNITY GARDEN COORDINATOR

REPORTS TO: UW EXTENSION DEPARTMENT HEAD & NUTRITION

PROGRAM COORDINATOR

LOCATION: UW EXTENSION

JOB SUMMARY:

This position will work collaboratively with Brown County UW-Extension staff to strengthen the community garden program managed by Brown County UW-Extension. Community gardens help individuals and families get out of poverty by teaching them how to grow culturally appropriate, healthy foods. This position will be responsible for building capacity within UW-Extension as well as in neighborhoods enabling and empowering gardeners to become involved in the day-to-day operations of the gardens. Identifying educational needs and organizing educational opportunities will be another key function.

The Community Garden Coordinator will be accountable to the Brown County Nutrition Program Coordinator and the Horticulture Educator for programmatic leadership and the Brown County UW-Extension Department Head for administrative issues.

ESSENTIAL DUTIES:

Maintain and continue to build leadership within the community garden advisory committee.

Identify and follow through on leads for potential new gardens in a strategic manner.

Follow procedures and complete steps in establishing new community gardens and in maintaining existing gardens.

Build and maintain strong relationships with neighborhood associations, landowners and City of Green Bay and Brown County.

Look for opportunities to develop relationships with community gardeners, empowering them to become more involved in the day-to-day operations of gardens.

Recruit low income and diverse individuals and families to participate in community gardens.

Work with Brown County UW-Extension staff, advisory council and community partners to seek funding to sustain community garden program.

Plan, implement and evaluate educational and social events to be held on community garden sites.

Partner to increase capacity of community gardens to address food security issues impacting low income individuals and families.

Raise funds for the community garden program.

Maintain community garden website, community Garden Manual and related materials with updated information.

Promote community garden program.

Submit reports as needed.

Communicate community gardening efforts to Brown County stakeholders and residents.

NON-ESSENTIAL DUTIES:

Performs related functions as assigned.

MINIMUM QUALIFICATIONS REQUIRED:

Education and Experience:

Working on Associate or Bachelor's Degree in landscape horticulture program or related major, with experience in community development process, gardening, and program development, implementation and design, or any equivalent combination of education, training and experience which provides the necessary knowledge, skills and abilities

Licenses and Certifications:

Valid Wisconsin Driver's License

Knowledge, Skills and Abilities:

Knowledge of gardening.

Knowledge of community resources.

Knowledge of community development process.

Experience in organizing educational programs or events.

Knowledge in working with volunteers.

Ability to maintain records and prepare comprehensive reports.

Ability to establish and maintain effective working relationships with UW-Extension staff and the

public

Knowledge of and ability to work with low-income individuals and families representing various

racial/ethnic populations.

Ability to assist in seeking other funds.

Exceptional communication skills.

Strong computer skills.

PHYSICAL DEMANDS:

Lifting 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10

pounds.

Intermittent standing, walking, and sitting; occasionally driving.

Using hand(s)/feet for repetitive single grasping, fine manipulation, pushing and pulling, and

operating controls.

Occasional bending, twisting, squatting, climbing, reaching and grappling.

Communicating orally in a clear manner.

Distinguishing sounds at various frequencies and volumes.

Distinguishing people or objects at varied distances under a variety of light conditions.

Withstanding temperature changes in the work environment.

This position description should not be interpreted as all-inclusive. It is intended to identify the major responsibilities and requirements of this job. The incumbents may be requested to perform job-related

responsibilities and tasks other than those stated in this description.

Revised: 04/02/15

C:\Users\giannunzio_tg\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Outlook\DK29UQWV\Community Garden Coordinator.docx

HUMAN RESOURCES DEPARTMENT

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600



WARREN KRAFT

PHONE (920) 448-4071 FAX (920) 448-6277 WEB: <u>www.co.brown.wi.us</u>

DIRECTOR

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

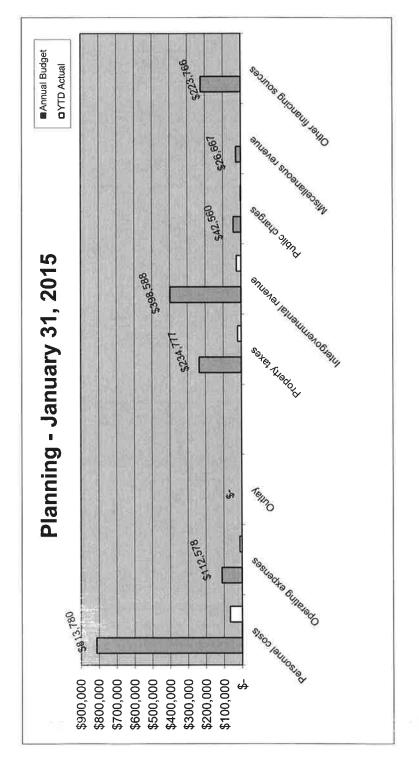
DATE:	04/16/15
REQUEST TO:	Planning, Development & Transportation Committee
MEETING DATE:	04/27/15
REQUEST FROM:	Warren Kraft Human Resources Director
REQUEST TYPE:	☑ New resolution☐ Revision to resolution☐ New ordinance☐ Revision to ordinance
TITLE: Resolution Garden Cod	Regarding Change in Table of Organization for U.W. Extension (Community ordinator)
been provided by Ame	D INFORMATION: J.W. Extension community garden program have increased. Assistance has ericorp Vista but this position will end in mid-June. To keep the program intact, a manage community garden effort and keep it intact.
ACTION REQUESTED The addition of 0.80 F	<u>D:</u> TE Community Garden Coordinator to the U.W. Extension table of organization.
FISCAL IMPACT: NOTE: This fiscal impact 1. Is there a fiscal im	portion is initially completed by requestor, but verified by the DOA and updated if necessary, apact?
a. If yes, what is	the amount of the impact? \$25,343 Partial Year / \$38,014 Annualized
b. If part of a big	ger project, what is the total amount of the project?
c. Is it currently	budgeted? ☐ Yes ☒ No
1. If yes, in	which account?
	w will the impact be funded? \$25,000 from the City of Green Bay; \$4,000 from Extension East Metro Resource Management Grant; \$14,000 in salary savings
⊠ COPY OF RESOLU	JTION OR ORDINANCE IS ATTACHED

as anticipated. HIGHLIGHTS: expectations. 9.68% Ϋ́ 8.33% 6.29% 4.11% 0.00% Percentage 19,565 25,073 66,454 10,896 1,750 Actual 234,777 \$ 398,588 \$ 42,560 3 26,667 3 223,766 3 112,578 813,780 Annual Budget \$ \$ \$ •••••• Intergovernmental revenue 1/31/2015 Other financing sources Miscellaneous revenue Budget Status Report Operating expenses Personnel costs Public charges Property taxes Brown County Planning Outlay

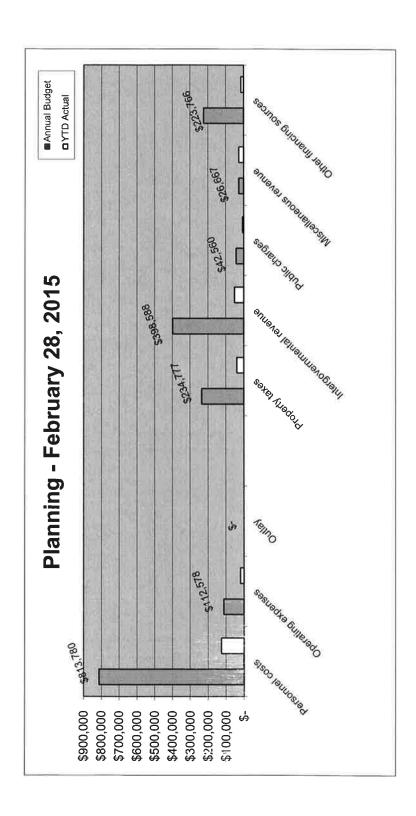
HIGHLIGH I S:

<u>Expenditures</u>: All categories are progressing as anticipated.

<u>Revenues</u>: All categories are at or near expectations.



Expenditures: All categories are progressing Revenues: All categories are at or near HIGHLIGHTS: as anticipated. expectations. 16.67% 12.83% 13.19% 6.48% 15.47% 17.59% Ϋ́ Percentage 125,924 19,807 39,130 51,146 5,612 26,667 14,507 Actual ζŢ 69 69 234,777 398,588 42,560 26,667 223,766 112,578 813,780 Budget Annual 6 69 69 **⇔** ↔ 69 69 69 2/28/2015 Intergovernmental revenue Other financing sources Miscellaneous revenue Budget Status Report Operating expenses Personnel costs Public charges Property taxes **Brown County** Planning Outlay



PLANNING COMMISSION

Brown County

305 E. WALNUT STREET, ROOM 320 P.O. BOX 23600 GREEN BAY, WISCONSIN 54305-3600



CHUCK LAMINE, AICP

PHONE (920) 448-6480 FAX (920) 448-4487 WEB SITE www.co.brown.wi.us/planning

PLANNING DIRECTOR

MEMORANDUM

TO: Brown County Board Planning, Development and Transportation Committee

FROM: Aaron Schuette, Brown County Principal Planner //

RE: Notification of Second Phase Community Development Block Grant - Housing Grant

Award

In 2013, Brown County was awarded \$2.29 million in Community Development Block Grant (CDBG) – Housing (Phase I) funding from the Wisconsin Department of Administration (WDOA) to fund repairs for low-moderate income homeowners across a 10-county region of Northeastern Wisconsin. In order to qualify for the program, homeowners (including the income of all persons living in the home) must make less than a specified maximum gross income in a year. As a frame of reference, a Brown County family of four could make up to \$54,800 a year in gross income and qualify for the program. It is important to note the funding is for "non-entitlement" communities only (generally communities with a population of less than 50,000 residents). Communities with populations of 50,000 residents or more already receive a direct allocation of housing funds from the U.S. Department of Housing and Urban Development (HUD).

Typical home repairs performed by qualified, private general contractors have included roof replacement, private onsite wastewater treatment system replacement, new well installation, foundation repair, electrical/plumbing system repair, lead paint remediation, new siding installation, and replacement windows installation. Implementation of the program began in mid-2014 and to date, the program has assisted a total of 42 families and funded over \$790,000 in home repairs. Funding provided through the grant pays for all Brown County staff time to administer the program.

Based upon performance to date, WDOA has provided Brown County with an amended contract awarding Brown County Phase II Regional CDBG-Housing funding of an additional \$1,931,266 from the original grant application. Any Phase I funding remaining after 2015, in combination with the new Phase II funding, will be identified in the 2016 annual Brown County budget. Therefore, this report is for information only, and no formal action is requested of the PD&T or County Board at this time.

Also for your information, I have included a copy of the marketing flyer used to advertise the program throughout our region. Should you have any questions regarding the Northeastern Wisconsin CDBG-Housing program, please feel free to call me at 448-6486 or email me at schuette_am@co.brown.wi.us at your convenience.

AS:

cc: Chuck Lamine, Planning and Land Services Director Chad Weininger, Director of Administration Troy Streckenbach, Brown County Executive Erica Bendickson, Accountant

Enclosure

2

Northeastern Wisconsin Housing Rehabilitation CDBG Loan Program



*Serving the Counties of Brown, Calumet, Door, Fond du Lac, Kewaunee, Manitowoc, Marinette, Outagamie, Sheboygan, and Winnebago

Homeowners - If your home is in need of repairs, you may qualify for home rehabilitation assistance through the NE Wisconsin Community Development Block Grant (CDBG) - Housing Loan Program:

- Minimum loan amount of \$1,000.
- Maximum loan up to 50% of the value of the home.
- Loans are offered at 0% interest.
- No loan payments are required until the home is sold, refinanced, or is no longer the primary residence of the applicant. Loans lasting 30 years may be re-recorded for up to another 30 years.
- The loan is secured by a mortgage on the property.
- Activities generally may include:
 - Private septic system replacement
 - Private well replacement
 - · Roof repair/replacement
 - Lead paint and asbestos remediation
 - Door/window replacement

- Plumbing/electrical/HVAC repairs
- Siding repair/replacement
- Accessibility improvements for individuals with disabilities
- Other general improvements

Landlords – 0% Installment loans are available for rental unit repairs provided the unit is/will be rented to tenants who are low or moderate income. Contact the program administrator for more details.

Door County - 0% interest, deferred payment loans are available to assist with purchasing a home, including down payment and closing costs.

General Homeowner Eligibility Requirements

- Gross household income must be at or below 80% of the median county income.
 Income limits may be found here:
 http://doa.wi.gov/Documents/DOH/Household Income Limits.pdf
- · Applicant must own the home being repaired.
- Applicant must live in the home as the primary residence.
- · Home must meet Housing Quality Standards (HQS) after the work is completed.



Contact Information

For additional information on the program, please contact:

Todd D. Mead, Planner I
Brown County Planning Commission

305 E. Walnut Street, 3rd Floor, Green Bay, WI 54301

mead_td@co.brown.wi.us (920) 448-6480

* Residents of the Cities of Appleton, Fond du Lac, Green Bay, Neenah, Oshkosh, and Sheboygan should contact their respective cities for information on similar programs.

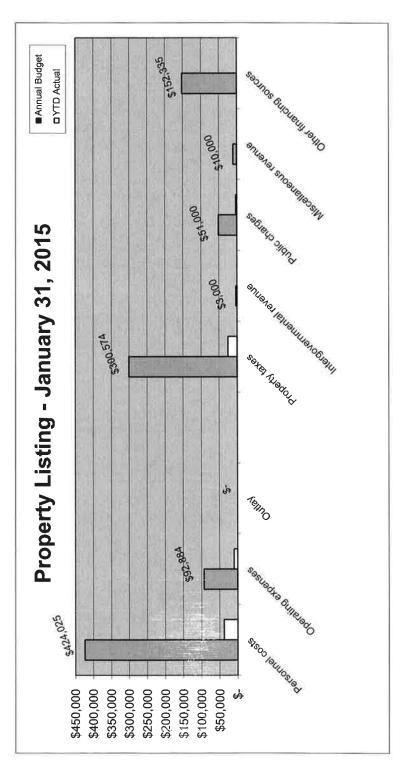
The Community Development Block Program is an equal opportunity program. Women and minorities are encouraged to apply. This publication and/or the activities described herein were funded by the State of Wisconsin - Department of Administration Division of Housing and U.S. Department of Housing and Urban Development, and prepared by the Brown County Planning Commission. REVISED 08/2014





10.67% N/A 8.88% 8.33% 4.73% 0.00% Percentage 9,915 2,410 25,048 37,671 Actual ΥTD 300,574 \$ 3,000 \$ 51,000 \$ 10,000 \$ 152,335 \$ 424,025 \$ 92,884 Annual Budget 6 6 6 \$ \$ \$ \$ \$ 1/31/2015 Intergovernmental revenue Other financing sources Miscellaneous revenue Budget Status Report Operating expenses Personnel costs Property Listing Public charges Property taxes **Brown County** Outlay

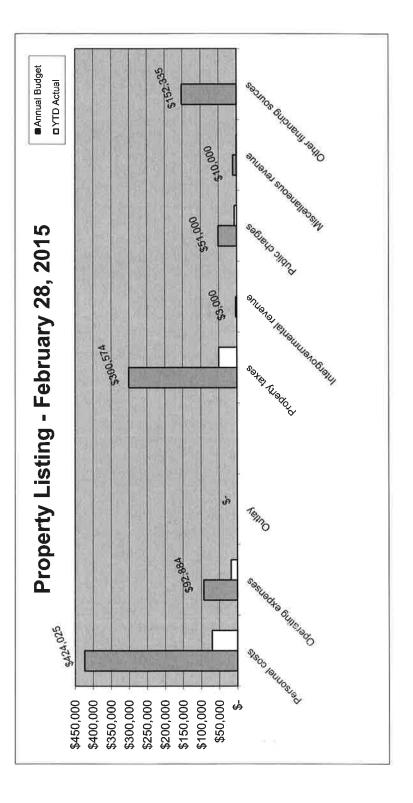




Revenues: All revenues are progressing as anticipated. Expenditures: All expenditures are within anticipated levels. HIGHLIGHTS: 16.67% 18.41% N/A 11.25% 0.16% 0.00% Percentage 70,069 17,096 50,096 5,738 Actual ΣŢ 300,574 \$ 3,000 \$ 51,000 10,000 152,335 92,884 424,025 Annual Budget 69 69 69 69 69 69 69 2/28/2015 Intergovernmental revenue Other financing sources Miscellaneous revenue Budget Status Report Operating expenses Personnel costs Public charges Property taxes Outlay

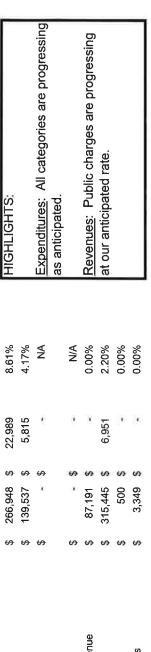
Property Listing

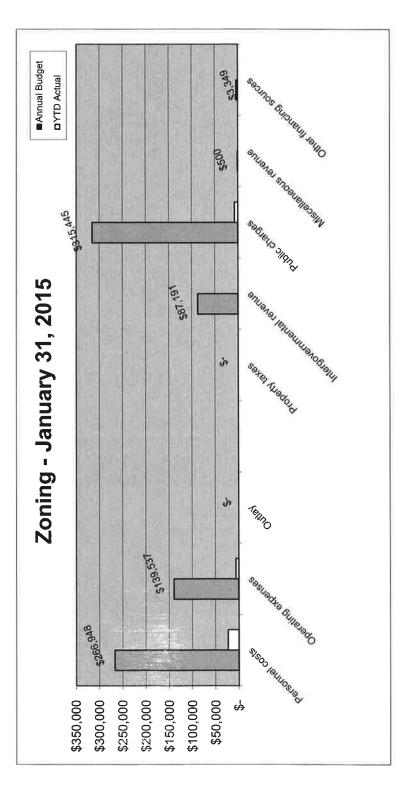
Brown County



at our anticipated rate. as anticipated. HIGHLIGHTS: 4.17% Percentage 5,815 6,951 Actual Ę 315,445 139,537 Annual Budget 69 69 69 1/31/2015 Intergovernmental revenue Other financing sources Miscellaneous revenue Budget Status Report Operating expenses Personnel costs Public charges Property taxes Outlay

Brown County Zoning





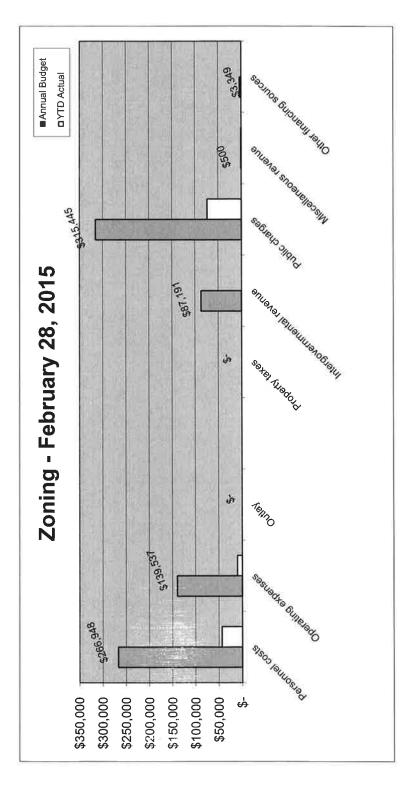
HIGHLIGHTS: N/A 0.00% 23.25% 100.00% 0.00% 16.29% 7.33% Percentage 73,352 500 10,233 43,485 Actual YTD 500 \$ 87,191 \$ ↔ s s 315,445 \$ 266,948 139,537 Annual Budget •••••• 2/28/2015 Intergovernmental revenue Other financing sources Miscellaneous revenue Budget Status Report Operating expenses Personnel costs Public charges Property taxes Outlay Zoning

Brown County

HIGHLIGHTS:

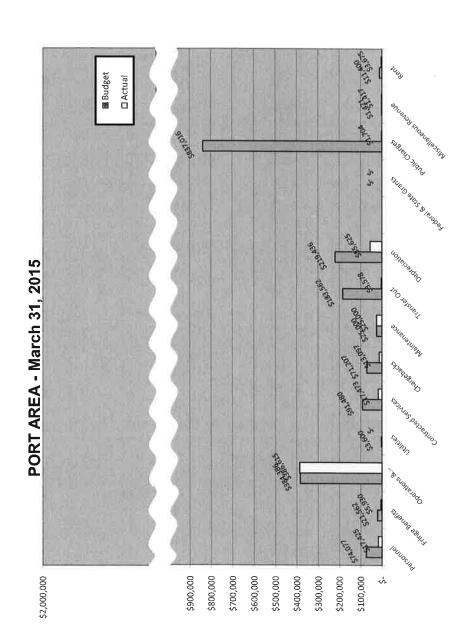
<u>Expenditures</u>: All categories are progressing as anticipated.

<u>Revenues</u>: Public charges for P.O.W.T.S. program are progressing as planned.



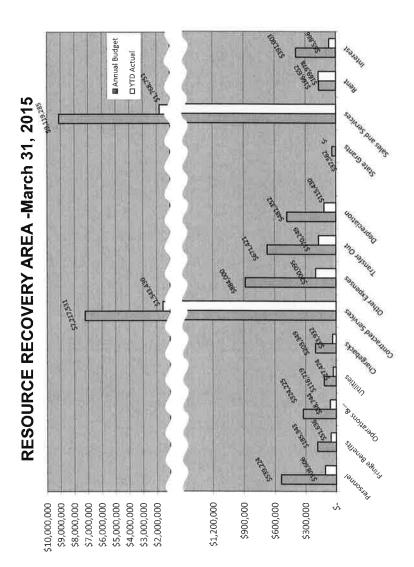
Brown County Port & Resource Recovery Department Port Area Budget Status Report March 31, 2015

Account Descriptions	Annual	_	Ę	% of	HIGHLIGHTS:
Expense	Budget		Actual	Budget	Expenses: Operations and Maintenance at budget
Personnel	\$ 74	74.077 \$	17,425	24%	related to annual winter Bay Port material management
Fringe Benefits	\$ 21,	21,562 \$	5,930	28%	work. Other expenses on target
Operations & Maintenance	\$ 384	384,386 \$	386,615	101%	
Utilities	3,0	3.600 \$	ne?	%0	
Contracted Services	\$ 91,	91,480 \$	17,473	19%	
Chargebacks	\$ 71.	71,207 \$	13,097	18%	
Maintenance	\$ 25,	25,000 \$	25,000	100%	
Transfer Out	\$ 183,562	562 \$	3,578	2%	
Depreciation	\$ 219,436	436 \$	55,625	25%	
Revenue					
Federal & State Grants	69	69	1	%0	Revenues: On target. Corps dredging (Public Charges)
Public Charges	\$ 837,016	316 \$	1,704	%0	work will begin in Summer 2015. All other revenue on
Miscellaneous Revenue	e9	1,421 \$	1,417	100%	target
Rent	\$ 11,	11,400 \$	3,675	32%	
Interest	\$ 21,	21,528 \$	6,491	30%	
Transfer In	\$ 304.423	423 \$	31,080	10%	



Brown County Port & Resource Recovery Department Resource Recovery Area Budget Status Report March 31, 2015

Account Descriptions	Annual	ATD	% of	HIGHLIGHTS:
Expenses	Budget	Actual	Budget	Expenses: On target
Personnel	\$ 539,224	\$ 108,606	20%	
Fringe Benefits	\$ 185,343	\$ 51,636	28%	
Operations & Maintenance	\$ 324,225 \$	\$ 58,744	18%	
Utilities	\$ 116,719	\$ 27,474	24%	
Chargebacks	\$ 203,349	\$ 33,932	17%	
Contracted Services	\$ 7,217,531	\$ 1,543,430	21%	
Other Expenses	\$ 884,000	\$ 200,095	23%	
Transfer Out	\$ 671,421 \$	\$ 170,249	25%	
Depreciation	\$ 481,352	\$ 115,430	24%	
Revenue				Revenues: Full year rent received in first
State Grants	\$ 37,562	\$	%0	quarter all other revenue on target
Sales and Services	\$ 9,119,285	\$ 1,768,751	19%	
Rent	\$ 166,652 \$	\$ 169,978	102%	
Interest	\$ 391,003 \$	\$ 65,866	17%	
Intra-gov Charges	\$ 471,961 \$	\$ 117,990	25%	



Port and Resource Recovery Department Director's Report April 27, 2015

Recycling Compactor and Building Expansion – Excavation will commence May 7 project construction will be completed by July 27.

Harbor Assistance Program Funding – Extensive efforts to restore the HAP funding is being made primarily by Ports of Wisconsin along with 80 businesses. Legislative meetings have been held and letters written in advance of the Joint Finance Committee meetings beginning April 22.

Renard Island - Brown County is still working on a permanent maintenance easement to access the causeway in compliance with Corps requirements. The Corps has requested in writing a timeline for complying with Corps requirements. Brown County will need to respond in writing in the near future. The Corps dismissed Michael, Best and Friedrich, LLC legal opinion on the revocability of a chapter 30 vs. lakebed grant.

Fox River Fiber Notice of Claim – Corporation Counsel has received a notice of claim from Fox River Fiber. Alternative Daily Cover (ADC) limits at the Outagamie Landfill are set by WDNR at 12.5% of municipal solid waste. The limit reduced the allowable sludge used as ADC from 70,000 to 50,000/ton/yr. Efforts underway to resolve the outstanding issues.

2015 Port Symposium – Will was held April 17, 2015 at the Titletown Tap Room from 930am to 1:00pm.

Open Position From Port and Resource Recovery Department March-15

Position	Vacancy Date	Reason for Leaving	Fill or Hold	Unfilled Reason

36,563 20,000 6,295 147,411 78,857 688,914 Actual Ę ↔ 297,000 20,000 3,720 41,004 157,038 690,157 Budget Annual Budget Status Report - Unaudited Charges to County Departments Jan - December 2014 Operations & Maintenance LaBaye Historic Project Contracted Services Register of Deeds Salaries & Fringe **Brown County** Chargebacks

HIGHLIGHTS:
Revenues: Transfer fees exceeded budget by \$12,000.
Revenue from recording real estate documents lower than anticipated. Expenses: contracted services reduced due to reduction in redaction fees. YTD revenues exceeded expenses by \$583,507 which is \$167,275 less than budget.

\$2,123

\$0

Transfer In HR Transfer Fees

502,037

490,000

(\$583,507)

(\$750,783)

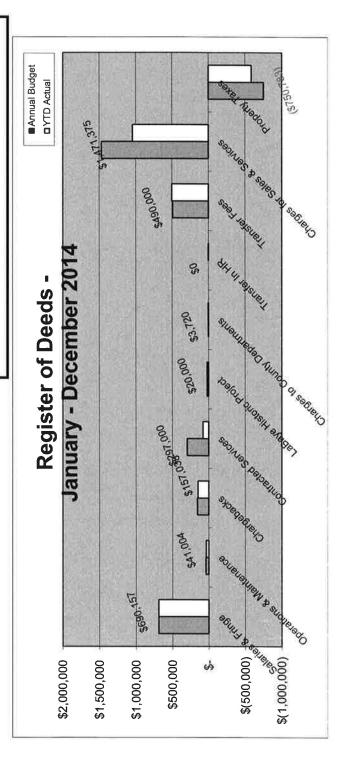
1,044,797

1,471,375

S

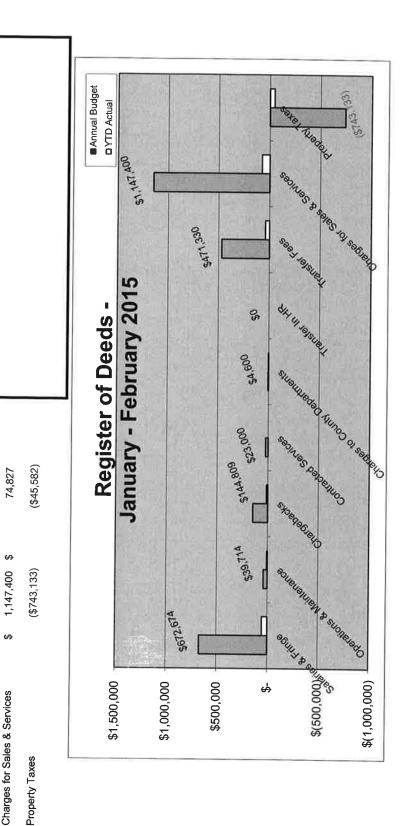
Charges for Sales & Services

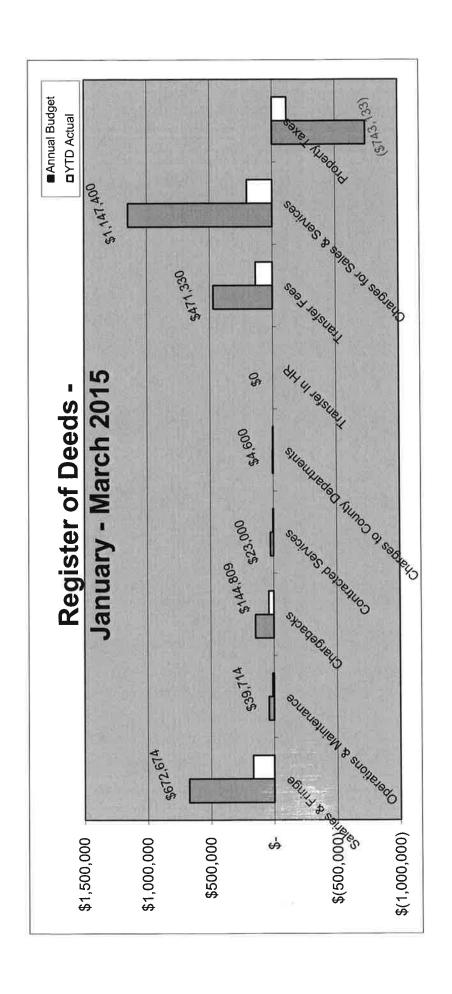
Property Taxes



Contracted services reduced by \$274,000 and revenues reduced by \$274,000 due to elimination of redaction program. Salaries reduced by \$17,483 due to elimination of .5 FTE. HIGHLIGHTS: 5,068 40,036 394 \$0 Actual ΔŢ 471,330 672,674 39,714 144,809 23,000 4,600 \$0 Annual Charges to County Departments January-February 2015 Operations & Maintenance Budget Status Report Contracted Services Register of Deeds Salaries & Fringe Brown County Transfer In HR Chargebacks Transfer Fees

Charges for Sales & Services





Departmental Openings Summary To: Planning & Development

Apr-15

From: Register of Deeds

NO OPEN POSITIONS

Position	Vacancy Date	Reason for Leaving	Fill or Hold	Unfilled Reason
Deputy Clerk I	4/17/2015	Retirement	Fill	

Ex: Transfer, Wage, Working Conditions

Cathy Williquette Lindsay CPM Register of Deeds April 7, 2015

Register of Deeds Annual Report

2014

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IV.	PERFORMANCE MEASUREMENT	4
٧.	LEAN UPDATES	5
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IX.	2013-2014 STATISTICS REPORT	8

I. Summary

In 2012 we projected that we would record 50,000 documents and we actually recorded 53,801 which was nearly 9,000 more than in 2011. The economy seemed to be doing much better with home sales and refinancing on the rise. Then, interest rates started to rise toward the end of the third quarter, refinancing of home loans slowed and our recording volume began a steady decline which continues today. In 2013 we recorded 47,545 documents and that number fell to 34,951 documents in 2014 which is the lowest number we have recorded since 1989!

December 2014 marked the end of the 5-year redaction program and based on revenue shortfalls I requested a refund of any monies in our redaction account with any remaining redaction work to be completed in-house by staff. The amount of the refund was \$117,954 which was applied to the 2014 budget.

II. Introduction

The Register of Deeds is a totally self-supporting department that operates on program revenue from fees collected from recording real estate documents and the sale of certified copies of records filed in the office. The department fulfills its mission by accomplishing necessary activities in three areas: document reception and real estate, electronic document management and vital statistics.

The recorder maintains and preserves all legal documents affecting title to real property. These records are the legal basis for determining ownership. The degree with which the recorder fulfills his or her responsibilities ultimately forms the legal foundation for the institution of private property. Generally, all of these instruments are recorded either for giving legal public notice of their existence or for safekeeping and future reference.

The mission of the Register of Deeds Office is to maintain a perpetual, comprehensive set of public records consisting of all documents appropriately presented for recording or filing, in accordance with the law, and to provide timely, secure, accurate, archival accessible and cost-effective record systems and services that are delivered in a prompt and courteous manner with the assurance that, where appropriate, privacy will be protected.

New revenue opportunities continue to be explored and in 2014 we launched a new data transfer service taking in an additional \$8,336 in revenue and \$4,171 for a new program that ties document numbers to the county base map.

During 2014, the office collected \$4 million in fees of which \$2.2 million was remitted to the State of Wisconsin for various programs and \$1.8 million retained in Brown County. The total cost to operate the office in 2014 was \$971,745 which is \$142,171 less than it cost to operate the office the previous year. A total of \$275,680 was transferred to the County LIO Fund leaving a net gain of \$581,469 to offset property taxes, \$146,032 less than in 2013.

Unfortunately, due to the significant decline in real estate document recordings the office had a budgetary shortfall of \$167,290. It is anticipated real estate recordings will increase in 2015 to normal levels.

III. 5-Year Strategic Plan

2012-2016

The Register of Deeds Office today is certainly not what it was when I started in 1979. Fortunately we have been very progressive and receptive to new technology. Today we have fewer employees processing more work in a more expeditious manner.

Key goals and objectives:

Maintain long-term capacity to process in excess of 50,000 real estate documents and issuance of 39,000 certified copies of vital records without adding staff

Maintain optimal document posting date of two business days or less

Conduct ongoing technology evaluations to maximize work flow and delivery of services

Evaluate and pursue when beneficial, possible new sources of revenue for sales of products and services

Continue to inform public of changes in policies, procedures and/or law changes through timely communications

Continue to review and update office policies and procedures to reflect new programs or administrative and/or statutory changes

Actively pursue succession planning to ensure that employees are developed to fill each needed role

Explore cross training of staff in real estate with vital records

IV. Performance Measurement

The Register of Deeds Office has been fully evaluated with integrity and evaluations for all employees were completed and turned into HR in 2014.

- A common theme from employees during the evaluation process was a desire for cross training and appreciation for open and timely communication from the register of deeds. Knowing the register of deeds and both deputies anticipate retirement in the next 1-3 years several employees have expressed a strong interest to move into supervisory positions. I have met with both deputies and spoke very candidly about the need to make sure we have a smooth transition when each of us leaves office. Both deputies have been given the directive to capture their primary duties and procedures and when done will be used to create a policies & procedures manual for each of their positions. Submitted an alternative performance based bonus incentive evaluation form to Administration for review and approval. Met with staff to receive their input and approval and will be using the new format in 2015.
- 1% Performance Pay Strategy The evaluation scale is based upon a 1 through 5 rating. We have defined what is unsatisfactory, what is satisfactory and what exceeds standards. We expect the Evaluator to determine the level of performance based upon their observations and interactions with the staff they are rating. As an example, if someone is above satisfactory, but yet doesn't quite exceed standards, they would rate a 4 which is highly effective. Staff not meeting standards will be placed on a performance improvement plan by the Evaluator. The plan will be coordinated with the Supervisor and approved by the Register

of Deeds. Staff may not receive performance raises until they satisfactorily complete the performance improvement plan.

V. LEAN Updates

"Streamlining the Vital Records Process" – held in 2013 the remaining action items were accomplished with the office renovation and reconfiguration in 2014.

Overall Thoughts: Allowing employees to participate in a Kaizen event allows them to feel empowered and valued.

To date: Out of the current staff of 10, 5 have participated in a LEAN event and all have come back with a positive experience and praise for Brown County's LEAN initiative.

A 6S event was held in conjunction with the office remodel to increase available existing square footage in the office and remove and organize office supplies and storage space. Removed and recycled or repurposed office furniture and equipment no longer needed due to staff reductions and back-scanning of records and microfilm. Improved overall office layout to enhance customer service and boost employee morale.

2015 - 6S basement storage area.

VI. 2015 Goals & Status of 2014 Goals

2015 Goals

Record 50,000 real estate records and issue 41,000 copies of vital records.

Work with State Vital Records to automate the registration of marriage records in an online web-based system.

Complete CSM map enhancement project.

Back-scan and image 20,000 Birth and Marriage records.

Upgrade Laredo, AVID and Monarch.

Install and launch property fraud alert component of document management system.

Seek information on Honor Rewards Program for area veterans.

Transfer remaining images in redaction queue to office and complete indexing and redaction of those images in-house.

2014 Goals

Record 55,000 real estate documents and issue 42,000 certified copies of vital records.

Back-scan and image 30,000 Birth and Marriage records

Complete CSM map enhancement project which involves enhancing map number on original map, rescan map and adjust volume and page numbers if necessary on approximately 1,000 maps.

Complete import, redaction and indexing of real estate document project.

Recycle microfiche stands.

Reconfigure reception counter and reception area of office to improve customer access.

Participate in Technology Services Change Management Pilot Project

2014 Goals – Actual

Recorded 34,951 real estate documents which is 20,049 fewer than projected. Issued 39,548 certified copies of vital records which is 2,452 less than projected.

Back-scan and image 16,197Birth and Marriage records which is 13,803 less than projected.

CSM map enhancement project is 75% completed. Project was put on hold to focus on redaction project.

All microfiche stands were removed and recycled.

Office was reconfigured, including reception counter and vital records area, resulting in improved customer service and enhanced security of Military Discharge records.

Technology Services Change Management Pilot Project was not initiated by TS. Did agree to serve on the newly formed Technology Services Steering Committee.

VII. Overall Accomplishments

OFFICE

Completed review and update of office policies and procedures necessary to adequately capture and preserve historical knowledge and insure uniform and consistency of procedures and practices. Completed the review and update of job duties specific to Deputy Clerk position to assist with a smooth transition when current Deputy Clerk retires in April 2015.

Published and distributed three newsletters to professional users.

Oversaw and monitored activity of LaBaye Project to insure deliverables and deadlines were met.

LEAN STEERING COMMITTEE

Successfully hosted a LEAN Training Event showcasing Brown County's LEAN Journey on March 11, 2014 attended by 59 individuals representing municipal and county governments statewide.

Update and maintain LEAN project results chart, and "Sharing our Story" chart.

Presented summary of Brown County LEAN Journey to Dodge County department heads May 16, 2014. Met with representatives of NEW Water to provide details on the success of our LEAN program.

Prepared Power Point presentations and commendation awards for all LEAN events held in 2014. Updated LEAN webpage accordingly.



REGISTER OF DEEDS ANNUAL REPORT 2014

	REAL ESTATE TRANSFER FEES	
Te	OTAL TRANSFER FEES COLLECTED	\$2,498,249
s	TATE SHARE	\$1,998,599
S	TATE SHARE MINUS ADJUSTMENTS	\$1,996,212
	OUNTY SHARE	\$499,650
	OR ADJUSTMENTS	\$2,38
A	DJUSTED COUNTY SHARE	\$502,03
	COPY/MISC FEES	
To	OTAL COPY FEES COLLECTED	\$515,690
S	TATE SHARE/CERTIFIED COPIES	\$168,67
С	D ROM	\$6,00
L	AREDO ON-LINE ACCESS	\$105,33
М	IONARCH FEES	\$17,66
T/	APESTRY FEES	\$4,17
R	EAL ESTATE COPIES, REPORTS, MISC RECORDS	\$61,72
Α	BSTRACT BOOKS ADD-ON TO LAREDO	\$
C	ERTIFIED COPIES / Vital Records	\$152,10
0	VERAGES	\$20
T	OTAL COUNTY SHARE	\$347,012
	REAL ESTATE RECORDING FEES	
TO	OTAL REAL ESTATE FEES COLLECTED	\$ 1,048,765
S	TATE SHARE/LAND RECORDS FUND	\$68,92
C	OUNTY SHARE/LAND RECORDS FUND	\$206,76
C	OUNTY SHARE/PUBLIC ACCESS FUND	\$68,92
C	OUNTY SHARE / REDACTION FUND	\$174,54
	OUNTY SHARE (BALANCE)	\$529,62
т	OTAL COUNTY SHARE	\$979,84
	TOTAL FEES	
G	RAND TOTAL FEES COLLECTED	\$4,062,70
(L	ESS) STATE SHARE	\$2,233,81
TO	OTAL ADJUSTED REVENUE	\$1,828,89
TO	OTAL EXPENDITURES	\$971,74
G	RAND TOTAL RETAINED FOR BROWN COUNTY*	\$857,149
*T	O COUNTY LAND RECORDS/PUBLIC ACCESS FUND (LIO FUND)	\$275,68

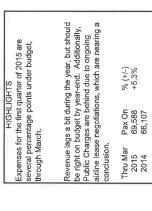


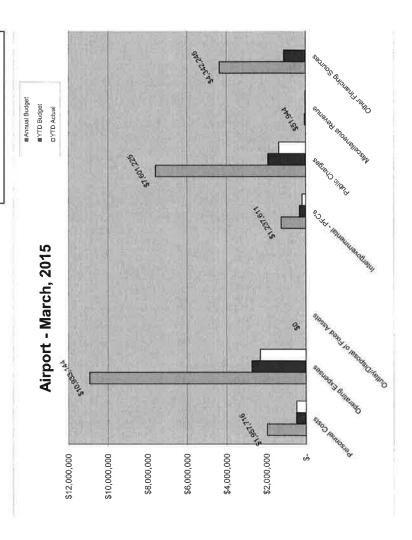
REGISTER OF DEEDS STATISTICS 2014 REPORT

REPLACEMENT COPIES 99 TOTAL 8,796 BACKSCANNED BIRTHS 8 BACKSCANNED MARRIAGES 30,626	4,609 2,188 1,688 12 158 55	TOTAL	2013 11,799 23,864 5,446 30 41,139	2014 11,561 22,571 5,394 22 39,548
DEATH CERTIFICATES 2,427 MARRIAGE CERTIFICATES 1,605 DOMESTIC PARTNERSHIPS 17 MILITARY DISCHARGES 151 REPLACEMENT COPIES 99 TOTAL 8,796 BACKSCANNED BIRTHS 8 BACKSCANNED MARRIAGES 30,626	2,188 1,688 12 158 55 8,710 5,172 11,025	DEATH CERTIFICATES MARRIAGE CERTIFICATES DOMESTIC PARTNERSHIPS TOTAL	23,864 5,446 30	22,573 5,394 22
DEATH CERTIFICATES MARRIAGE CERTIFICATES DOMESTIC PARTNERSHIPS MILITARY DISCHARGES REPLACEMENT COPIES BACKSCANNED BIRTHS BACKSCANNED MARRIAGES 10,605 17 17 18 19 17 18 19 19 10 10 10 10 10 10 10 10	2,188 1,688 12 158 55 8,710 5,172 11,025	DEATH CERTIFICATES MARRIAGE CERTIFICATES DOMESTIC PARTNERSHIPS TOTAL	23,864 5,446 30	22,573 5,394 22
MARRIAGE CERTIFICATES 1,605 DOMESTIC PARTNERSHIPS 17 MILITARY DISCHARGES 151 REPLACEMENT COPIES 99 TOTAL 8,796 BACKSCANNED BIRTHS 8 BACKSCANNED MARRIAGES 30,626	1,688 12 158 55 8,710 5,172 11,025	MARRIAGE CERTIFICATES DOMESTIC PARTNERSHIPS TOTAL	5,446 30	5,394 2:
DOMESTIC PARTNERSHIPS 17 MILITARY DISCHARGES 151 REPLACEMENT COPIES 99 TOTAL 8,796 BACKSCANNED BIRTHS 8 BACKSCANNED MARRIAGES 30,626	12 158 55 8,710 5,172 11,025	DOMESTIC PARTNERSHIPS TOTAL	30	2:
MILITARY DISCHARGES 151 REPLACEMENT COPIES 99 TOTAL 8,796 BACKSCANNED BIRTHS 8 BACKSCANNED MARRIAGES 30,626	158 55 8,710 5,172 11,025	TOTAL		
REPLACEMENT COPIES 99 TOTAL 8,796 BACKSCANNED BIRTHS 8 BACKSCANNED MARRIAGES 30,626	5,172 11,025	TOTAL	41,139	39,548
TOTAL 8,796 BACKSCANNED BIRTHS 8 BACKSCANNED MARRIAGES 30,626	8,710 5,172 11,025	TOTAL	41,139	39,54
BACKSCANNED BIRTHS 8 BACKSCANNED MARRIAGES 30,626	5,172 11,025	700 to 000 to	41,139	39,548
BACKSCANNED MARRIAGES 30,626	11,025			
BACKSCANNED MARRIAGES 30,626	11,025			
REAL ESTATE RETURNS 7,045	7,023			
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				
REAL ESTATE DOCUMENTS FILED OR RECORDED FOR FEES		REAL ESTATE & MISC RECORDS ISSUED FOR FEES		
RECORDED FOR FEED		1330ED FOR FEES		
REAL ESTATE - MANUAL 31,581	23,536	REAL ESTATE COPIES / pages	202,081	177,650
REAL ESTATE - ELECTRONIC 15,964	11,415	UNSUCCESSFUL SEARCHES	15	-
		CD ROM	13	12
TOTAL 47,545	34,951	TOTAL	202,109	177,669
GRAND TOTAL FILED/RECORDED/				
REVIEWED/BACKSCANNED 94,020	66,881	GRAND TOTAL SOLD	243,248	217,217

Brown County Airport Budget Status Report March-15

Expenses for several perce through Marce	Revenue lag be right on bi Public Charg
Y1D Actual \$466,840 \$2,304,966	\$172,456 \$1,345,580 \$22,155
YTD Budget \$489,429 \$2,733,286	\$309,403 \$1,900,306 \$12,986 \$1,085,562
Annual Budget \$1,957,716 \$10,933,144	\$1,237,611 \$7,601,225 \$51,944 \$4,342,246
Personnel Costs Operating Expenses Outlay/Disposal of Fixed Assets	Intergovernmental - PFC's Public Charges Miscellaneous Revenue Other Financing Sources





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10:44 AM

Departmental Openings Summary To: PD&T Committee From: Airport

1			_			
	Unfilled Reason	Working with HR on revised job description	Working with HR on revised table of organization			
	Fill or Hold	Hold	Hold			
	Reason for Leaving	Resignation	Resignation			
	Vacancy Date	1/31/2015	12/27/2014			
4/27/2015	Position	Assistant Airport Director	Buildings & Grounds Maintenance Worker			

BROWN COUNTY PUBLIC WORKS DEPARTMENT

Management Discussion and Analysis of Operations Period Ended 3/31/2015

Summary of the Operations for Public Works

The Public Works Department is performing better than anticipated with positive variances in most areas.

HIGHWAY DIVISION:

General:

The Highway Division is showing a net year-to-date positive variance of \$419,615 between the 660 & 240 Funds.

660 - Highway Operational Fund:

As of month-end March 2015:

- The Operational Fund is showing a positive year-to-date variance of \$317,352.
- Intergovernmental Revenue has a positive year-to-date variance of \$638,531.
 This positive year-to-date variance is primarily due to the winter activities in the first quarter.
- Miscellaneous Revenues has a negative year-to-date variance of \$470,120.
 This is primarily due to the Capital Projects having little activity in the first quarter.
- Operating Expenses are slightly higher than budgeted due to completing some building maintenance projects early in the first quarter that is evenly spread in the budget.

240 - County Maintenance & Bridge Aid Fund:

As of month-end March 2015, the County Maintenance and Bridge Aid Fund has a positive year-to-date variance of \$102,263. This is primarily attributed to the County Trunk Highway Maintenance expenses having a year-to-date positive variance of \$215,734 and countered by the high amount of Bridge Aid expenses turned in for March (\$177,624).

400s - Capital Projects:

For the Highway's Capital Project Funds, we anticipate a fund increase of \$490,071, which is primarily attributable to the savings from the projects completed in 2014. Public Works intends to apply \$194K of the savings to future projects to lessen future levy and bonding requirements. \$286K of savings is earmarked in the 2015 budget to transfer to Debt Service to assist in bond payments, lowering their levy required to do so.

Attached are the March 2015 Budget-to-Actual comparisons for the Highway Division of Public Works. Also, please find the Financial Summary for Road Maintenance through March 31, 2015.

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BROWN COUNTY PUBLIC WORKS DEPARTMENT HIGHWAY FINANCIAL SUMMARY Month Ending March 31, 2015

660 Highway Operating Fund

	Mar 2015	Mar 2015		YTD	EL	ę,	Annual	Ę	
	Budget	Actual	Variance	Budget	Actual	Variance	Budget	Actual	Percentage
Intergovernmental Revenue	301,109.59	460,238	159,129	873,218	1,511,749	638.531	3 663 500	1 511 749	41%
Public Charges	3,287.67	1,016	(2,271)	9,534	3,456	(6.078)	40.000	3.456	%0
Miscellaneous Revenue	817,693	625,937	(191,756)	2,951,091	2,480,971	(470,120)	20,045,808	2,480,971	12%
Other Financing Sources-Trans	•		•	•			*	18	#DIV/0i
lotal Revenues	1,122,090	1,087,192	(34,898)	3,833,843	3,996,177	162,334	23,749,308	3,996,177	17%
Personnel Cost	619,882	531,354	(88,528)	1,859,646	1,895,219	35.573	7,438,579	1.895.219	25%
Operating Expenses	646,196	654,682	8,485	2,332,152	2,138,496	(193,656)	15,841,557	2,138,496	13%
Interdepartmental Charges	36,471	34,924	(1,547)	109,413	112,479	3,066	437,657	112,479	26%
Other Financing Uses-Trans	•					,			%0
Total Expenses	1,302,549	1,220,961	(81,589)	4,301,211	4,146,193	(155.018)	23,717,793	4,146,193	17%
Property Taxes	•	*	•	94	4.6	٠	à.	æ	%0
Increase (Use) of Fund Balance	(180,459)	(133,769)	46,691	(467,368)	(150,016)	317,352	31,515	(150,016)	

	Mar 2015	Mar 2015		er,	OTY.	QL.	Annual	AT.	
	Budget	Actual	Variance	Budget	Actual	Variance	Budget	Actual	Percentage
Intergovernmental Revenue	i	36	*	1,185,214	1,188,326	3,112	4,299,354	1,188,326	
Property Taxes	11,250	11,250		33,750	22,500	(11,250)	135,000	22,500	17%
Total Revenues	11,250	11,250		1,218,964	1,210,826	(8.138)	4,434,354	1,210,826	
CTH Maintenance	292,433	299,139	90,706	1,375,313	1,159,579	(215,734)	4,145,196	1,159,579	28%
Bridge Aid & Hwy Construction	24,097	170,248	146,151	72,291	177,624	105,333	289,158	177,624	61%
Transfer Out	100	•	() ()	((*)		((•)	•	•	#DIV/0i
Total Expenses	316,530	469,388	152,858	1,447,604	1,337,203	(110,401)	4,434,354	1,337,203	30%
Increase (Use) of Fund Balance	(305,280)	(458.138)	(152.858)	(228.640)	(126.377)	102 263	3	(126.377)	

10,613,198.67 2,645.98 (10,123,127,51) 490,071.16 400s--Capital Projects

Est CAP PROJ FUND BALANCE 3/31/15

Add Interest Income
Less Projects est costs yet
Less Payments To Debt Service

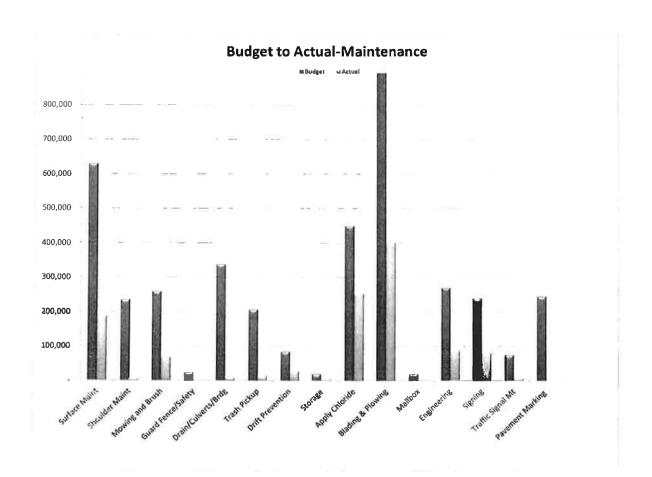
Estimated Fund Increase

Main Contributors (Est h	Est Fund Increase)		NOTES:
EA-8	81,890.75	Bond	Txfr Out to Debt Service 2015 Budget To Lesson Levy Required for Interest Paymentsin Debt Serv
EB-28	20,113.05	Levy	Txfr Out to Debt Service 2015 Budget To Lesson Levy Required for Interest Paymentsin Debt Serv
H-30	28,503.20	Bond	Txfr Out to Debt Service 2015 Budget To Lesson Levy Required for Interest Paymentsin Debt Serv
N-15	155,552.89	Bond	Txfr Out to Debt Service 2015 Budget To Lesson Levy Required for Interest Paymentsin Debt Serv
P-21	171,790.01	Bond & Levy	Save for Future P project
VK-4	22,424,94	Levy	Save for Future Projects or Transfer Out to Debt Service Lesson Their Levy Required
otal	480.275	%86	



BROWN COUNTY PUBLIC WORKS ROAD MAINTENANCE BUDGET TO ACTUAL-FUND 240 AS OF 3/31/15

	Budget	Actual	Remaining	Percentage Used
Surface Maint	630,000	187,051	442,949	29.69%
Shoulder Maint	236,000	6,858	229,142	2.91%
Mowing and Brush	260,000	68,969	191,031	26.53%
Guard Fence/Safety	25,000	401	24,599	1.60%
Drain/Culverts/Brdg	338,000	10,092	327,908	2.99%
Trash Pickup	207,000	15,020	191,980	7.26%
Drift Prevention	85,000	29,526	55,474	34.74%
Storage	20,000	5,000	15,000	25.00%
Apply Chloride	450,000	253,616	196,384	56.36%
Blading & Plowing	1,044,039	403,135	640,904	38.61%
Mailbox	20,000	1,824	18,176	9.12%
Engineering	270,500	89,123	181,377	32.95%
Signing	239,657	81,460	158,197	33.99%
Traffic Signal Mt	75,000	7,466	67,534	9.95%
Pavement Marking	245,000	39	244,961	0.02%
Total	4,145,196	1,159,579	2,985,617	27.97%



FACILITY MANAGEMENT DIVISION:

As of March, we are showing a year to date (YTD) positive variance of \$146,457.

Although there are variances when comparing actual to budget for certain accounts, there is nothing significant to note at this time.

Attached are the Budget-to-Actual comparisons through March 31, 2015, for the Facilities Division of Public Works.

BROWN COUNTY PUBLIC WORKS DEPARTMENT FACILITIES FINANCIAL SUMMARY-FUND 100 Month Ending March 31, 2015

	Mar 2015	Mar 2015		TTD	YTD	YTD	Annual	YTD	
	Budget	Actual	Variance	Budget	Actual	Variance	Budget	Actual	Percentage
							*		0
Intergovernmental Revenue	1.250	1 250	9	3 750	2 750		47	1	
Dublic Characa		3		5,5	0010	٠	000'61	3,750	75%
delic Craiges	162	168	9	486	594	108	1.942	594	31%
Miscellaneous Revenue	156.499	143.562	(12 937)	460 406	A64 156	(6.540)	1 077 005	100	0/10
Other Einancing Sourges Trees	2000	1000	(1001)	100,100	404, 130	(0,340)	1,6/1,980	404,156	72%
Total Princing Sources-Trains	000'07	000'0/	0.00		70,000	70,000	70,000	70,000	%0
lotal Revenues	227,911	214,980	(12,931)	473,732	538,500	64,768	1.964.927	538.500	27%
Personnel Cost	211 000	404 200	(000)	100		1			
	080,112	104,202	(27,008)	635,6/1	611,724	(23,947)	2,542,683	611.724	24%
Operating Expenses	149.363	111,436	(37.927)	448 080	400 080	(30,000)	4 700 955	000	1000
Interdence de monte la Charge	2000		(12:12)	20,00	600,601	(20,000)	1,7 32,330	403,069	73%
inter departmental Criarges	606'/	14,384	6,475	23,726	33,180	9,454	94,905	33,180	35%
Outlay	•	2 460	2 460	37 175	070	(704.07)	100		
Other Cicercia Hear Trees		20t-1	2,100	0 - 't'	0/8'0	(78,197)	136,700	5,978	%0
Outer Financing Uses-Trans		•		•	31		٠	•	%0
l otal Expenditures	369,162	312,562	(26,600)	1,141,661	1,059,972	(81,689)	4,566,644	1.059.972	23%
Property Taxes	216.810	216 810	(5	650 420	GEO ADD	c	C 20 20 C	001	č
•		200	9	624,000	624,000	•	717,100,2	620,429	%c7
Increase (Use) of Fund Balance	75,559	119,228	43,669	(17,500)	128,957	146,457	T.	128,957	



BROWN COUNTY PUBLIC WORKS DEPARTMENT

Director's Report

Below are certain significant items I wish to report on for the Public Works Department as of 3/31/2015:

TWELVE-HOUR DAYS.

<u>Highway Division.</u> Highway incurred 371.5 hours of overtime in March 2015. Substantially, all overtime was related to winter work. The amounts in excess of 12 hours per day are attached hereto.

<u>Facility Management Division.</u> There were two (2) employees that worked several 12+ hour shifts in March 2015 (see attached).

STAFFING REPORT.

See Attached Table.

Public Works - Highway Division 12-Hour Work Days 3/1/15 - 3/31/15

DATE	EMPLOYEE	OPERATION PREFORMED	HOURS WORKED
3/25/2015	Allen, Chris	state plow (11) county surface (1.75)	12.75
3/25/2015	Baugnet, Jason	state plow (6) county plow (6.5)	12.5
3/3/2015	Charles, Bradley	state plow	12
3/25/2015	Charles, Bradley	state plow	12.75
3/3/2015	Cisler, Mike	state plow (10) Scott plow (3)	13
3/25/2015	Cisler, Mike	state plow	12.5
3/25/2015	Dixon, Darrell	county plow (10) county surface (2.25)	12.25
3/25/2015	Doucha, Dean	county plow	12.5
3/25/2015	Drewiske, Jerry	county plow & salt	12.25
3/25/2015	Giese, Jon	county plow (9.25) remodel (3)	12.25
3/25/2015	Gussert, Tim	county plow (8) surface (2) Wrightstown plow (2)	12
3/3/2015	Ignatowski, Paul	state plow	16
3/10/2015	Ignatowski, Paul	state plow (3) state repair (3) state litter (2),	12.5
		Holland drainage (1), county drainage (3.5)	
3/25/2015	Ignatowski, Paul	state plow (11.25) county plow (1)	12.25
3/3/2015	Karbon, Dan	Eaton plow (2) county plow (10.5)	12.5
3/9/2015	Karbon, Dan	Steamer: Scott (2) state (3) county (7)	12
3/10/2015	Karbon, Dan	Steamer: Scott (2) Bellevue (3) Holland (1) county (6)	12
3/25/2015	Karbon, Dan	county plow (10.25) surface (1) Eaton plow (1)	12.25
3/25/2015	Kielpikowski, Dennis	county plow (9.25) surface (3)	12.25
3/25/2015	Kilgore, Shawn	state plow (6) county plow (5) shop (1)	12
3/3/2015	Kollross, Cory	state plow (12) county plow (1)	13
3/25/2015	Kollross, Cory	state plow	12.5
3/3/2015	LeGrave, Steve	Green Bay plow	12
3/25/2015	Linskens, Joe	state plow	12.5
3/25/2015	Liss, Tim	county plow (9) remodel (3)	12
3/3/2015	Little, Bob	state plow	12
3/25/2015	Little, Bob	state plow	13
3/25/2015	Manson, Shane	state plow	12.5
3/25/2015	Margitan, Jim	state plow	12.25
	Mohr, Brian	shop	12
3/3/2015	Noe, Terry	county plow	12
3/25/2015	Noe, Terry	county plow	12
3/10/2015	Oettinger, Tim	state sign (3) county sign (5) emergency call ins (4)	12
3/3/2015	Peot, Tracy	county plow (10) state salt (1) state accident (1)	12
	Peot, Tracy	county salt	13
3/3/2015	Reedy, Jason	state plow	14
	Sausen, Ji,	county plow (11) Rockland (1)	12
3/3/2015	Sequin, Scott	county plow	12
	Seguin, Scott	county plow (10.5) surface (2)	12.5
	Smits, Mike	county plow (10) surface (2)	12
	Sperberg, Mark	county plow	12.25
3/25/2015	Sperberg, Mark	county plow (9.25) surface (2) mailbox (1)	12.25
	Sticka, John	county plow	13

DATE	EMPLOYEE	OPERATION PREFORMED	HOURS WORKED
3/25/2015	Sticka, John	county plow	12.25
3/25/2015	Thibodeau, Larry	state plow (10) state patch (2.5)	12.5
3/3/2015	VandeHei, Jamie	state plow	14
3/25/2015	VandenElzen, Ken	statse plow (10) county plow (3)	13
3/3/2015	VandenPlas, Todd	state plow	16
3/19/2015	VandenPlas, Todd	state plow	12
3/3/2015	Williams, Tim	state plow	12.5
3/25/2015	Williams, Tim	state plow	12.25

PUBLIC WORKS FACILITY MANAGEMENT DIVISION 12-HOUR WORK DAYS 3/1/15 thru 3/31/15

DATE	EMPLOYEE	OPERATION PERFORMED	# HOURS WORKED
3/9/15	John Price	Housekeeping; short-staffed	12.0
3/12/15	John Price	Housekeeping; short-staffed	12.0
3/16/15	John Price	Housekeeping; short-staffed	12.0
3/23/15	John Price	Housekeeping; short-staffed	12.0
3/26/15	Pat Smits	Filled in for Mike Lemens who was training a new Facility Worker	12.5

BROWN COUNTY PUBLIC WORKS STAFFING SUMMARY

As of 3/31/15

HIGHWAY DIVISION:

Position	Vacancy Date	Reason for Leaving	Fill or Hold	Filled Date	Unfilled Reason
Chief Mechanic	1/1/15	Transfer: Beaupre	Fill: Todd Curl	3/17/15	N/A
Highway Crew	1/27/15	Termed: Loritz	Fill: Eligibility List	In Process	N/A
1 st Mechanic	3/17/15	Transfer: Curl	Fill: Open	In Process	N/A
Highway Crew	3/18/15	Termed: White	Fill: Eligibility List	In Process	N/A

	Budgeted FTE's	Actual #FTE's
Mgmt / Office	11.45	11.45
Electrician	1.0	1.0
Engineering	6.0	6.0
Mechanics / Shop	11.0	10.0
Laborers	70.0	68.0
Summer Help	4.0	0
TOTAL	103.45	96.45

FACILITY MANAGEMENT DIVISION:

Position	Vacancy Date	Reason for Leaving	Fill or Hold	Filled Date	Unfilled Reason
Housekeeper (0.5)	1/23/15	Resigned: Brasure	Fill: Open	In Process	N/A
Facility Worker (0.5)	2/2/15	Transfer: Hermes	Fill: Mark Harrill	3/11/15	N/A
Facility Mechanic	2/5/15	Retired: Roskams	Fill: Open	In Process	N/A

	Budgeted FTE's	Actual #FTE's
Mgmt / Office	5.55	5.55
Facility Technicians	2.0	2,0
Facility Mechanics	7.0	6.0
Facility Workers	9.0	9.0
Housekeeping	18.5	18.0
Electrician	1.0	1.0
Summer Help	0.46	0
TOTAL	43.51	41.55